

Occupational Health and Safety Policy

Meldrum Construction Services Group Limited¹ (Meldrum) operate, maintain and continuously develop an occupational health and safety (OH&S) management system that meets the requirements of ISO 45001:2018.

Policy

Meldrum will implement the following to achieve our occupational health and safety objectives:

- Develop and implement a Quality and Environmental Management Safety (QEMS) System that is compliant with ISO 9001, ISO 14001, ISO 45001 and EN1090 which is appropriate to its own operation and take account of the internal and external client services it provides.
- Identify and provide relevant training.
- Give staff the opportunity to contribute to the improvement of the QEMS.
- Require all staff to perform their duties in compliance with QEMS, company policy and contractual requirements.
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health that is appropriate for Meldrum and for the specific nature of our OH&S risks and OH&S opportunities.
- Give the appropriate staff the responsibility and authority for ensuring that the policy is understood, implemented and maintained at all levels.
- Work with the QEMS to deliver client projects using safe systems of work, including the use of sub-contractors, to prevent injury and ill health.
- Comply with all known legal (and other) requirements that affect OH&S, including the Building Safety Act 2022.
- Regularly review the effectiveness of the system and identify further system improvements.
- Proactively manage changes that take place within the business to ensure that the integrity of the QEMS is maintained.
- Eliminate hazards and reduce OH&S risks.
- Provide a forum for the consultation and participation of workers.
- Ensure that customer requirements are central to decision making and planning.

	<p>Dave Meldrum Chief Executive Officer</p> <p>January 2026</p>	<p>Review Date: January 2027</p>
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¹ Group companies include Meldrum Building Services Ltd, Meldrum Facilities Ltd, Meldrum Construction Services Ltd, Meldrum Structural and Civil Engineering Ltd, Meldrum Fire Engineering Ltd and Meldrum Plant and Transport Ltd.