







The Martin Group of Companies

Incorporating:

H W Martin Holdings Limited
H W Martin (Fencing and Forestry) Limited
H W Martin (Traffic Management) Limited
H W Martin Safety Fencing Limited
H W Martin (Plant) Limited
H W Martin Waste Limited
Premier Waste Recycling Limited
Lochrin Bain Limited
King Vehicle Engineering Limited
King Trailers Limited
King Transport Equipment Limited
King Highway Products Limited
Safety Vehicle Hire and Lease Limited
Virtus Traffic Management Solutions Limited

Document History

Written by	<i>Jim Clegg</i>	
Authorised by	<i>Harold Martin</i>	

Review Date	Reviewed By	Signature	Comments / Amendments	Version
30 June 2023	Jim Clegg		Annual review. Added Virtus Traffic Management Solutions Ltd to and removed Amber Langis from the list of companies.	1.3
30 June 2022	Jim Clegg		Annual review.	1.2
30 June 2021	Iain Kay		Annual review. Minor changes.	1.1
30 June 2020	Iain Kay		Annual review and change to document reference in line with MSV 03-1-3 Procedure for Documented Information	1.0

Group Health and Safety Policy Statement

The Martin Group of Companies is committed to safeguarding the health, safety and welfare of our employees, supply chain partners and everyone else affected by our activities, as far as is reasonably practicable. The Group recognises the fundamental importance of occupational health and safety to the long-term success of our business. Nothing that we do is so important that it cannot be done safely. This policy statement is a declaration of the Directors' commitment to establishing and maintaining a safe and healthy working environment.

Ultimate responsibility for the leadership and management of health and safety lies with all Directors and Senior Managers. Every employee is expected to support and develop the Group's ethos and safety culture. High standards of health and safety are deemed to be of paramount importance. The Group operates a comprehensive Safety Management System that outlines the procedures and processes we use to meet our legal and statutory obligations. Several Group companies are certified to the latest ISO 45001:2018 standard through the effective implementation of this system.

The aims of our policy will be achieved by:

- Providing exemplary, visible leadership for health and safety,
- Pursuing every opportunity to identify hazards associated with our activities, eliminate the risks wherever reasonably practicable and reduce the risks that remain to a tolerable level,
- Adhering to the relevant standards, statutory provisions and specific requirements of each industry in which we operate,
- Providing sufficient resources for the effective management of health and safety including compliance with this policy and setting and monitoring objectives for continual improvement,
- Integrating our supply chain partners into our management systems, ensuring our framework for safe delivery is applied consistently throughout all operations,
- Communicating with our employees, supply chain partners and clients to ensure everyone understands how to keep themselves and others safe and healthy,
- Provide such Information, Instruction, Training and Supervision to our people to ensure they are competent to carry out their roles safely,
- Consult with our employees regularly on matters of health, safety and wellbeing.

It is the responsibility of every individual in the Group to:

- Perform their job in a safe manner, looking out for themselves and their colleagues,
- Stop and seek guidance if they believe what they are doing is unsafe,
- Report all accidents, incidents and near misses including unsafe acts or conditions,
- Comply with all health and safety requirements at all times and not to interfere with anything that has been provided in the interests of health & safety,
- Adopt positive, appropriate attitudes and behaviours towards all health and safety matters.

We will bring this policy to the attention of our employees, supply chain partners, clients and other relevant interested parties. It will be reviewed on an annual basis or after any significant change to our operations or relevant legislation.



Harold W Martin
Chairman