

Health, Safety and Wellbeing Policy

Summary

H W Martin (Traffic Management) Ltd are uncompromising in our commitment to continually developing our safety culture. We maintain organisational structures and a safety management system meeting the requirements of ISO 45001. Our approach to health, safety and wellbeing has evolved into Bringing Safety Home. This is our overarching mission to ensure everyone goes home safe, happy and healthy at the end of each day <https://www.hwmartin.com/traffic-management/about-us/innovation/health-and-safety/>.

Policy Aims

- ▶ Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment.
- ▶ Identify and mitigate to an acceptable level, workplace safety and health hazards.
- ▶ Ensure employees are competent to undertake the tasks required.
- ▶ Provide the information, resources & training necessary to safeguard the health, safety and wellbeing of our own employees and everyone affected by our operations.
- ▶ Ensure employees are empowered to delay or postpone any activity that is considered unsafe.
- ▶ Integrate health, safety and wellbeing matters into our business decisions and actions.
- ▶ Engage with the workforce stakeholders and delivery partners to ensure that their health, safety and wellbeing management standards and practices meet or exceed the expectations of this policy.
- ▶ Comply with health and safety legislation, regulations, and all other applicable requirements.
- ▶ Set and monitor Health and safety objectives and targets to achieve continual improvement.
- ▶ Provide our employees with information on occupational health, benefits, and wellbeing.
- ▶ Comply with client specific requirements including, but not limited to, occupational health, working hours and fatigue management.
- ▶ Analyse causes of incidents and nonconformances and take appropriate action to prevent recurrence.
- ▶ Enhance our performance based upon behavioural programmes, observations, coaching and health, safety, and wellbeing maturity tools.

Responsibilities

This policy applies to our workforce, delivery partners and suppliers working on our behalf.

Responsibility for the effective management of health, safety and wellbeing rests with the directors. The directors have nominated the HSEQ Team to act on their behalf to monitor the execution of this policy.

Each operating centre shall implement the Company safety management system and develop site specific requirements, as necessary, to be sufficient to ensure control of the hazards inherent in their activities. We are committed to putting the health, safety and wellbeing of our people first. We pledge that:

- ▶ If you stop a task for safety reasons, we will back you up.
- ▶ If you raise a safety concern, we will address it promptly.
- ▶ If there is an injury, we will investigate the incident in a way that does not give rise to blame.
- ▶ Investigations will focus on learning so that we can eliminate the next injury.
- ▶ We will provide a culture of regular safety engagement and interaction.

All employees have a responsibility to themselves, their colleagues, the Company, its clients and to the wider community to work safely. Our Five Golden Rules for being Safe by Choice are:

- ▶ Be personally accountable for your safety and that of others.
- ▶ Be fit, well and prepared for work (both you, and your vehicle)
- ▶ Always receive a briefing before starting work
- ▶ Stop and escalate if you feel unsafe.
- ▶ Report ALL unsafe events.

Communication and Review

This policy will be communicated to all our employees and organisations working on our behalf, displayed at our offices and brought to the attention of other stakeholders and interested parties as required. This policy will be reviewed annually or after any significant change to our operations or legislation.



Director

27th August 2026

Owner: Company Director	Version: 1.3	HWMTM-HSW-POL-01
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