

TFC HEALTH & SAFETY POLICY

As a company committed to excellence and sustainability, **TFC Ltd** prioritises the health, safety, and well-being of all individuals associated with our operations, including employees, subcontractors, and the communities we serve. Our Health & Safety Policy outlines our commitments to fostering a safe and secure working environment through proactive risk management, training, and regulatory compliance. Guided by best practices and industry standards, we aim to embed these principles into every aspect of our operations as we grow. As a women-led and owned company, we believe in leading by example, ensuring that safety is at the core of our company culture and practices.

Health & Safety Objectives

- **Workplace Safety and Risk Management**
- **Employee Training and Development**
- **Subcontractor Health & Safety Compliance**
- **Incident Reporting and Response**
- **Commitment to Legal Compliance**
- **Continuous Improvement and Innovation**
- **Emergency Preparedness and Procedures**
- **Occupational Health and Well-being**
- **Transparent Communication and Accountability**

1. Pre-Qualification and Competency Assessment

Before engaging subcontractors, implement a rigorous pre-qualification process to assess their health and safety performance. This includes evaluating their safety records, certifications, and compliance with relevant regulations. For instance, BAM Construction requires subcontractors to hold a Constructionline Gold Verified Status at the time of placing a sub-contract order.

2. Detailed Risk Assessments and Method Statements (RAMS)

Require subcontractors to provide comprehensive RAMS for their specific tasks. These documents should outline potential hazards, control measures, and safe working procedures. Ensure that these assessments are reviewed and approved before work

commences. BAM Construction emphasises the importance of subcontractors submitting detailed RAMS to ensure safe operations.

3. Site Induction and Ongoing Training

Conduct thorough site inductions for all subcontractors, covering site-specific hazards, emergency procedures, and safety expectations. Additionally, mandate ongoing training to keep workers updated on safety protocols. Byrne Group provides specific health and safety standards for subcontractors, ensuring they are well-informed about site requirements.

4. Personal Protective Equipment (PPE) Standards

Establish clear PPE requirements tailored to the tasks and risks associated with the project. Ensure that subcontractors provide appropriate PPE to their workers and enforce its correct usage. BAM Construction outlines specific PPE standards for subcontractors, including high-visibility clothing and safety helmets.

5. Monitoring and Supervision

Implement regular monitoring and supervision of subcontractor activities to ensure compliance with safety standards. This includes site inspections, safety audits, and performance reviews. BAM Construction requires subcontractors to receive health and safety inspections from their own advisers, commonly once a month, to maintain high safety standards.

6. Incident Reporting and Investigation

Establish a clear procedure for reporting and investigating incidents, near-misses, and unsafe conditions. Encourage subcontractors to report all incidents promptly and participate in investigations to identify root causes and implement corrective actions. Byrne Group emphasises the importance of subcontractors cooperating in incident investigations to improve safety outcomes.

7. Welfare Facilities

Ensure that adequate welfare facilities, such as rest areas, sanitation, and drinking water, are provided and maintained for all workers on-site. Principal contractors are responsible for providing these facilities, but subcontractors should ensure their workers

have access to them. The Health and Safety Executive (HSE) provides guidance on welfare facilities for construction sites.

By integrating these elements into your health and safety policy, you can foster a safer working environment and demonstrate a robust commitment to the well-being of all personnel involved in your projects.

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