1.0 SUMMARY

Magnum GSI Ltd prioritises the care and safety of our staff. Senior management embraces Safety, Health, and Wellbeing (SHW) as fundamental to good business practice. Nothing we do is so important that it cannot be done safely and without harm. As a minimum, we will comply with UK legislation, including the Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations 1999, and work to the requirements of ISO 45001:2018 or those reasonably specified by our clients.

We strive to create an environment where our staff and the communities we serve can flourish. We will support and respect our people, foster good working relationships, embrace diversity and inclusion, and look out for one another. By developing a healthy and motivated workforce, we enhance both productivity and effectiveness. Our goal is to maintain a workplace that attracts, develops, engages, and retains top talent.

In line with Amendment 1:2024 of ISO 45001:2018, Magnum GSI Ltd will integrate climate action considerations into our SHW management practices. We recognise the importance of addressing climate-related health and safety risks and will incorporate them into our protocols and assessments.

This policy ensures compliance with all relevant laws, regulations, standards, and contractual requirements. It will be regularly reviewed and updated to reflect changes in these areas.

2.0 OBJECTIVES

Our vision for effectively managing SHW risks is a shared responsibility across Magnum GSI Ltd. To achieve this, we will:

- Maintain and regularly review an effective SHW Management System to ensure it meets or exceeds policy requirements and adequately addresses our SHW risks.
- Identify and eliminate significant hazards where possible; where risks remain, we will reduce and control them to prevent harm.
- Set and communicate annual SHW objectives, monitor progress, and report on achievements.
- Continually improve SHW performance as part of good business practice.
- Establish a robust assurance process to verify compliance and effectiveness.
- Allocate appropriate resources and funding to support this policy.
- Keep staff informed of SHW matters that may affect them.
- Integrate climate-related risks into our SHW objectives, ensuring our workplaces are resilient to the impacts of climate change, in line with the 2024 amendment to ISO 45001:2018.
- Operate a Health and Safety Management System aligned with the requirements of ISO 45001:2018. Magnum does not currently hold external ISO 45001 certification.
- Comply with all regulatory and applicable requirements.
- Plan site visits, walkovers and the supervision of ground investigation works in line with the Construction (Design and Management) Regulations 2015 and the client's or principal contractor's site rules, with a risk assessment and method statement in place before work starts.

Senior Management and Leadership Commitment

Our senior management and leadership will:

- Provide visible, active, and inspirational leadership in SHW.
- Ensure SHW is a core priority, featuring as a standing agenda item in Executive and senior management meetings, with equal importance to operational activities.

- Foster two-way communication, consultation, participation, and engagement on SHW matters.
- Recognise and support those who contribute to reducing SHW risks.
- Ensure climate action is a key component of SHW leadership, with a focus on mitigating and adapting to climate-related risks in our operations.

Our People and Culture

We encourage our people to "make safety personal" by:

- Promoting a positive SHW culture and challenging the status quo.
- Empowering Line Managers in their role as SHW champions.
- Taking personal and collective accountability for keeping ourselves and others safe.
- Accessing qualified SHW advice when needed and reporting accidents, incidents, near misses, or concerns.
- Keeping SHW a priority in our offices, on our sites, and at home.

We will collaborate with our people, clients, partners, and communities to deliver on this policy's vision and objectives. This policy will be reviewed annually or more frequently if necessary.

3.0 RESPONSIBILITIES

Corporate Governance – Responsibility for the effective management of Health and Safety rests with the Director of Magnum GSI Ltd, (Tristan Morgan). The Director currently also holds the Quality Manager role and monitors the execution of this policy through the Magnum GSI Ltd community.

Line Management – Health and Safety is a Line Management Responsibility. Each manager will make regular assessments of the health and safety hazards, risks and opportunities associated with their area of responsibility, and will ensure that the health and safety arrangements, procedures and controls are adequate for the work being undertaken.

Employees – All employees have a responsibility to deliver operational excellence. They must fully cooperate with their managers and colleagues to deliver great service that consistently satisfies the requirements of our clients and stakeholders. They must also undertake all practicable precautions carrying out any activities in the safest manner as per the Procedures, Risk Assessments, and Method Statements.

As part of our commitment to ISO 45001:2018 Amendment 1:2024, employees are also expected to be aware of and contribute to the identification and management of climate-related risks in their work environments.

4.0 COMMUNICATION OF THE POLICY

This policy will be displayed on the Magnum GSI Ltd website and brought to the attention of other stakeholders as required.

5.0 REVISION HISTORY

Version	Date	Description of change
3.0	January 2025	Previous issue
4.0	31 October 2026	Annual review. ISO 45001 wording corrected: the system is aligned with ISO 45001:2018, not certified. Main legislation named. Objective added for site visits under CDM 2015. Line management text corrected from quality to health and safety. Quality Manager role now held by the Director (Adam Morgan has left the company).

Signed by.



Tristan Morgan

Director.

Date: 31 October 2026