

SAFETY, HEALTH, ENVIRONMENTAL SUSTAINABILITY AND QUALITY POLICY

J. Murphy & Sons Limited (Murphy) seeks to continue to prosper in business with existing and future clients, whilst supporting our employees and the communities in which we operate. We will conduct our business in a manner that is safe, professional, and ethical for our stakeholders and customers and operating in a sustainable manner always. Our Never Harm Culture & Engagement Programme focuses on the thinking processes that come before our choices. We believe that influencing and engaging with people in a way that ensures they make the right choices in the first place will enable us to meet our objective of providing a culture where never harm is achievable.

Our vision is to create a greener, safer, and healthier workplace by providing:

- a safe and healthy place to work and a culture of openness and learning where never harm is an achievable goal, and we learn from incidents
- an environment that prioritises the health and wellbeing of our workforce
- a clear climate action plan focussed on reducing our emissions and enhancing biodiversity
- a quality culture where everyone plays their part to deliver Right First Time Every Time
- positive leadership in all aspects of what we do

We will:

- Comply with health, safety, environmental and quality legislation, regulations, and other applicable requirements
- Maintain our management systems and certifications to ISO 45001, ISO 9001 and ISO 14001
- Provide the resources necessary to safeguard the health, safety and wellbeing of our own employees and everyone affected by our operations and successfully achieve the required outcomes
- Provide and maintain safe places of work and risk-free means of entry and exit from them
- Provide and maintain safe and compliant vehicles, plant, equipment, and systems of work
- Minimise the environmental impact of our activities by protecting the environments in which we operate and preventing pollution in all forms
- Minimise waste in design, construction, and use
- Minimise fuel, energy, and water use
- Protect wildlife and habitats, archaeological remains and heritage buildings
- Seek innovative and cost-effective business solutions
- Employ good practice to ensure projects are completed right first time, on time and every time
- Provide information, instruction, training, and supervision to all our employees to ensure they properly discharge their responsibilities and duties
- Provide consultation and participation methods with our employees to allow for two-way engagement and feedback
- Regularly measure, review and maintain the effectiveness of our safety, health, environmental, sustainability and quality performance
- Regularly set and strive to deliver objectives and targets to achieve continual improvement
- Work with our Culture & Engagement Team to ensure our Never Harm value is embedded consistently across the organisation
- Engage, influence, and collaborate with stakeholders to encourage the spread of sustainable technologies and services throughout our supply chain
- Contribute to community improvement and charitable projects.
- Seek to eliminate hazards and the causes of ill health through design and by identifying effective controls on site
- Deliver an occupational health surveillance programme to ensure our health protection measures remain effective
- Develop a positive culture around mental health issues and provide support to our employees and supply chain partners

This policy shall apply to all the Functional Units and Trading Centres in the UK and Ireland of J. Murphy & Sons Limited and its subsidiary companies.

It is the responsibility of each employee within their specific area of responsibility to read, understand and implement this policy.

The board of directors gives its full support to this policy and shall ensure it is communicated, implemented, and reviewed at least once a year.

John Murphy
Chief Executive Officer
November 2022

Simple Actions



Quality Delivery Actions

