Health, Safety & Wellbeing policy statement

Keltbray is fully committed to ensuring the health, safety, and wellbeing of all our employees, contractors, visitors, and the communities we work in. This policy is aligned with the requirements of ISO 45001 (Occupational Health and Safety Management Systems) and ISO 45003 (Psychological Health and Safety in the Workplace) to promote a safe and supportive working environment.

Key Principles:

1. Leadership and Commitment: Senior management will lead by example and demonstrate their unwavering commitment to health, safety, and wellbeing. They will provide the necessary resources, support, and oversight to ensure effective implementation.
2. Risk Management: We will systematically identify, assess, and manage risks associated with our operations to prevent incidents and promote a hazard-free workplace. Control measures will be implemented to mitigate risks effectively.
3. Compliance: Our operations will fully comply with all applicable health and safety legislation, regulations, and industry standards. We will continuously monitor changes in regulations and promptly update our policies and practices accordingly.
4. Employee Involvement: Employees are encouraged to actively participate in health, safety, and wellbeing initiatives. Their feedback, concerns, and suggestions will be valued and considered in decision-making processes.
5. Training and Awareness: We will provide comprehensive health, safety, and wellbeing training to all employees and contractors to equip them with the necessary knowledge and skills to work safely and protect their mental and physical wellbeing.
6. Mental Health Support: We recognise the importance of psychological health and wellbeing. We will foster a culture that reduces stigma around mental health issues and provides access to support, resources, and assistance.
7. Emergency Preparedness: Robust emergency response plans will be in place to handle potential incidents efficiently and minimise their impact. Drills and simulations will be conducted periodically to ensure readiness.
8. Fire Safety Management: We will proactively manage fire safety risks through structured competent fire risk assessments, clear assignment of responsibilities, and maintained emergency systems. Our operations will comply with the Regulatory Reform (Fire Safety) Order 2005, and we will, wherever practicable, apply the recommendations of the Joint Code of Practice on Fire Prevention on Construction Sites.
9. Work-Life Balance: We are committed to promoting work-life balance and preventing work-related stress. Flexible working arrangements will be considered, where appropriate, to support employee wellbeing.
10. Continuous Improvement: We will regularly monitor and measure our health, safety, and wellbeing performance. Lessons learned from incidents, near-misses, and feedback will be used to drive continuous improvement.
11. Supplier Engagement: Our suppliers and contractors will be selected based on their commitment to health, safety, and wellbeing. We will work collaboratively with them to maintain high standards throughout the supply chain.
12. Sustainable Work Environment: We will strive to create a sustainable work environment by reducing environmental impacts and promoting eco-friendly practices.
13. Communication: We will maintain transparent and effective communication channels to disseminate health, safety, and wellbeing information throughout the organisation.

By upholding these principles, Keltbray aims to create a culture that prioritises the health, safety, and wellbeing of our workforce, leading to improved performance, increased job satisfaction, and a stronger, healthier organisation.

Keltbray and its management team fully support this policy and are committed to provide the personnel and financial resources to implement it. This policy statement is reviewed annually by all interested parties. Employees are briefed on key Keltbray policies at induction and after review or update.



Peter Burnside
Chief Executive Officer

Last review date: June 2026
Next review date: June 2027