



Health, Safety, Quality and Environmental (HSQE) Policy

This policy has been produced by the Managing Director of McGinley Support Services Limited and defines the company's general objectives. In accordance with its duty under the Health and Safety at Work etc Act 1974 and all other relevant legislation, and in fulfilling its obligations to employees, visitors, neighbours, contractors and the general public who may be affected by its activities, the Board of Directors of McGinley Support Services Limited, endorses the following policy in respect of health, safety, welfare, quality and environmental concerns.

McGinley Support Services Limited mission is to be the preferred supplier and partner of the UK Rail, Construction, Industrial, Public Sector, and Aerospace industry, and to maintain and develop the reputation of the business with regards to health, safety, welfare, quality and environmental matters.

It is the aim of the Managing Director, so far as reasonably practicable, to ensure that:

1. The working environment of all employees is safe and without risks to health and that adequate provisions are made with regard to the facilities and arrangements for first aid and welfare at work.
2. The provision and maintenance of plant and systems of work that are safe and without risks to health.
3. Those persons who are not in our employ but who may be affected by our activities are not exposed to risks to their health and safety.
4. Information, instruction, training and supervision are provided, as necessary, to secure the health and safety at work of all employees.
5. Arrangements for the use, handling, storage and transportation of articles and substances for use at work that are safe and without risk to health.
6. Adequate information is available with respect to articles and substances used at work, dealing with the conditions and precautions necessary to ensure that, when properly used, they present no risks to health or safety.
7. There is suitable provision for safe access and egress to and from all working areas.

All staff are reminded of the legal requirement to comply with Safety Policies and Arrangements. In particular, they are required:

1. To take reasonable care for their own health and safety at work and of those who may be affected by their acts or omissions.
2. To co-operate with their employer to ensure that they comply with any duty or requirement for health and safety, imposed upon their employer by law, and contained in this Statement and the Policy and Arrangements Manual.
3. Not to intentionally or recklessly interfere with or miss-use anything provided in the interests of health safety or welfare, and to use all work items in accordance with the training and instructions that have been given.
4. To inform their employers of work situations that could result in a serious or immediate danger, as well as any shortcomings that might be reasonably recognised in the existing arrangements for health and safety.

It is our policy to ensure that the highest possible standards are achieved and maintained operationally throughout all of the company's activities. We will strive to give the client the best and most efficient service possible at all times. To do this the company will introduce and maintain a Business Management System in accordance with the requirements of ISO 9001:2008 (Quality Management Standards), ISO 14001:2004 (Environmental Management Systems), and BS 18001:2007 OHSAS (Health and Safety Management System). This system has the full backing of our Directors and will be monitored by the HSQE Department.

Our General Quality Objectives are:

1. To promote a "Zero Defects" policy on all assignments.
2. To be open and frank with our clients on all matters.
3. To avoid complacency within our organisation - always trying to improve, emphasising a total quality management process, which provides a strict compliance with internal and external regulations and policies, and client requirements; giving the highest degree of confidence to all our stakeholders.
4. To encourage personnel training and career development.

Our General Environmental Objectives are:

1. To reduce energy usage within the company.
2. To introduce and maintain a recycling programme within the company.

We will monitor environmental developments within our industry and will comply with all relevant legislation. We are a company that is committed to the reduction and, where possible, the elimination of pollution.

Our General Occupational Health and Safety Objectives are:

1. To promote a "Zero Tolerance" policy for health and safety breaches on all areas of the business.
2. To create a "blame" free environment and encourage reporting of breaches and failures.
3. To promote a zero accident-working environment and aim to eliminate all work related injury and illness.

We are a company committed to meeting our management objectives. We will set regular management objectives (quality, safety and environmental) with measurable performance indicators so that we can monitor our performance - with a view to continual improvement.

This policy will be made available to all members of staff, all clients and if required to members of the public and will be reviewed at least once a year, as will all other responsibilities and arrangements with a commitment to continuous improvement aimed at eliminating and controlling work related injury and illness, and improving the overall effectiveness of our management system. We have decided not to communicate externally regarding our significant Environmental Aspects.

The Managing Director has a responsibility for the implementation of the Health and Safety, Quality and Environmental Policy and all its arrangements.

Signed on behalf of McGinley Support Services Limited



Eugene Meehan
MANAGING DIRECTOR
03 October 2011

Note for the reader:

This policy is an extract from our Business Operations Manual (reference section 2.00), which is a document that details our business arrangements for managing HSQE within the company. This policy is revised for suitability during regular HSQE meetings and other management audits. As a minimum, on an annual basis this policy is discussed and reviewed by the Board of Directors.

If you require further information please email: ty_qureshi@mcginley.co.uk