

Behaviour Based Safety Policy

Safe behaviour at work is of paramount importance and our continuing aim will be to promote an understanding of safety and to identify how we can positively influence behaviour within our business.

Approximately 80-95 percent of all accidents are triggered by unsafe behaviours. The JD Civil Group will operate a number of initiatives to support a reduction in the unsafe behaviour.

The company is committed to:

- Visible health and safety leadership is of utmost importance. Our Directors and anyone working on our sites will be trained in behavioural safety techniques through attending courses such as SSSTS, SMSTS construction industry training.
- All employees will receive on-going coaching to recognise both safe and unsafe practices and are encouraged to stop unsafe activities and suggest improvements to working methods through attending onsite team briefs, toolbox talks and other construction industry training.
- Through our Internal Reporting System and onsite suggestion boxes all employees will have the opportunity to report unsafe working conditions/practices.
- The Directors of JD Civil Group are strongly committed to an 'Open Door' management style and operatives are encouraged to voice any concerns or opinions directly to their supervisors in a relaxed environment.
- The Workforce will receive feedback on the safety performance onsite and actions resulting from suggestions through team discussions.

The Management will not accept continued unsafe and poor behaviours and where these negative behaviours continue and coaching and training is not followed, disciplinary action may be taken.

Policy Issue Date	Director Signature
14 th May 2025	