The Martin Group of Companies

Incorporating:

HW Martin Holdings Limited
HW Martin Fencing and Forestry Limited
HW Martin Traffic Management Limited
HW Martin Safety Fencing Limited
HW Martin Fleet Maintenance Limited
HW Martin Waste Limited
Premier Waste Recycling Limited
Lochrin Bain Limited
King Vehicle Engineering Limited
King Trailers Limited
King Transport Equipment Limited
King Highway Products Limited
Safety Vehicle Hire and Lease Limited
Virtus Traffic Management Solutions Limited
Fewzed Limited

Document History

Written by	Jim Clegg	J.Clegg.
Authorised by	Robin Akers	RAS.

Review Date	Reviewed By	Signature	Comments / Amendments	Version
29 September 2025	Aidan Lack		Addition into the companies incorporated within the Martin Group of Companies.	2.3
25 June 2025	Jim Clegg	J.Clegg.	Annual review. Minor changes with no material effect.	2.2
01 August 2024	Jim Clegg	J.Clegg.	Interim review to reflect name change to HW Martin Fleet Maintenance Ltd, formerly HW Martin Plant Ltd	2.1
28th June 2024	Jim Clegg	J.Clegg.	Annual Review. Upon agreement with the board, the signatory has been changed to the Martin Group Managing Director.	2.0
30 June 2023	Jim Clegg	J.Clegg.	Annual review. Added Virtus Traffic Management Solutions Ltd to and removed Amber Langis from the list of companies.	1.3
30 June 2022	Jim Clegg	J.Clegg.	Annual review.	1.2
30 June 2021	Iain Kay		Annual review. Minor changes.	1.1
30 June 2020	Iain Kay		Annual review and change to document reference in line with MSV 03-1-3 Procedure for Documented Information	1.0

Group Health and Safety Policy Statement

The Martin Group of Companies is committed to safeguarding the health, safety and welfare of our employees, supply chain partners and everyone else affected by our activities, as far as is reasonably practicable. The Group recognises the fundamental importance of occupational health and safety to the long-term success of our business. Nothing that we do is so important that it cannot be done safely. This policy statement is a declaration of the Directors' commitment to establishing and maintaining a safe and healthy working environment.

Ultimate responsibility for the leadership and management of health and safety lies with all Directors and Senior Managers. Every employee is expected to support and develop the Group's ethos and safety culture. High standards of health and safety are deemed to be of paramount importance. The Group operates a comprehensive Safety Management System that outlines the procedures and processes we use to meet our legal and statutory obligations. Several Group companies are certified to the latest ISO 45001:2018 standard through the effective implementation of this system.

The aims of our policy will be achieved by:

- Providing exemplary, visible leadership for health and safety,
- Pursuing every opportunity to identify and raise awareness of significant hazards and risks associated with our activities, implement control measures to eliminate the risks wherever reasonably practicable and reduce remaining risks to a tolerable level,
- Adhering to the relevant standards, statutory provisions and specific requirements of each industry in which we operate,
- Providing sufficient resources for the effective management of health and safety including compliance with this policy, setting and monitoring of objectives and implementing review programmes of our systems and processes for continual improvement,
- Integrating our supply chain partners into our management systems, ensuring our framework for safe delivery is applied consistently throughout all operations,
- Communicating with our employees, supply chain partners and clients to ensure everyone understands how to keep themselves and others safe and healthy,
- Provide such Information, Instruction, Training and Supervision to our people to ensure they are competent to carry out their roles safely,
- Consult and engage with our employees regularly on matters of health, safety and wellbeing.

It is the responsibility of every individual in the Group to:

- Perform their job in a safe manner, looking out for themselves and their colleagues,
- Stop and seek guidance if they believe what they are doing is unsafe,
- Report all accidents, incidents and near misses including unsafe acts or conditions,
- Comply with all health and safety requirements at all times and not to interfere with anything that has been provided in the interests of health & safety,
- Adopt positive, appropriate attitudes and behaviours towards all health and safety matters.

We will bring this policy to the attention of our employees, supply chain partners, clients and other relevant interested parties. It will be reviewed on an annual basis or after any significant change to our operations or relevant legislation.

Robin Akers
Managing Director