

SAFETY, HEALTH, ENVIRONMENT, SUSTAINABILITY AND QUALITY POLICY STATEMENT

The Murphy Group 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 whilst paying attention to our customers' requirements 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.

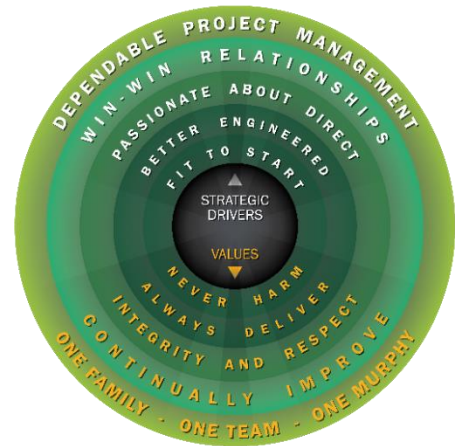
Our vision of a never harm culture is one that provides:

- a safe place to work and a culture of openness where never harm is an achievable goal
- an environment that allows our workforce to go home safely and that we respond and learn from all accidents and incidents to prevent recurrence
- positive leadership in all aspects of what we do

We will:

- Comply with health, safety and environmental legislation, regulations and other applicable requirements
- Maintain our management systems and certifications to ISO45001, 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
- Provide and maintain safe places of work and risk-free means of entry and exit from them
- Provide and maintain safe vehicles, plant, equipment and systems of work
- Minimise the environmental impact of our activities by protecting the environments in which we operate and minimising 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 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
- Regularly measure and review the effectiveness of our safety, health, environmental, sustainability and quality performance
- Regularly set 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 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

IMPROVING LIFE BY DELIVERING...



...WORLD CLASS INFRASTRUCTURE

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 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

CEO

July 2020