
MY PERSONAL SAFETY ACTION PLAN

Heather Robinson, Head of People and Culture

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Communication:

- I will ensure all employees feel confident and supported discussing their mental health
- I will ensure that the Company has a robust training regime which empowers our employees to make the right safety decisions
- I will ensure that I fully support the H&S pillar of our business strategy.
- I will ensure new employees receive health and safety training as part of their induction

Delivery:

- I will ensure that the Company has appropriately trained mental health first aiders (5% of total headcount) and support mechanisms to assist our employees should they require support.
- Employees will have access to a suite of standard training and specific training courses that develop them and allow them to carry out their roles, safely, to the best of their abilities.
- I will undertake safety tours and provide feedback and support throughout the business from a People perspective.
- I will ensure full induction process includes an introduction to H&S with the appropriate management within the Company

Ownership:

- I will champion the company support towards mental health and open conversations with an open door approach.
- I will manage the Company training budget to ensure that it provides funding to all areas of the business to allow employees to access appropriate training, measured by authorised versus actual spend.
- I will ensure that my team identify and report near misses, 1 per month, and commit to undertaking 4 safety tours each year.
- I will ensure inductions are scheduled in for 100% of the Company's new starters

At McIntyre we have a legal and moral obligation to foster a strong health & safety culture this is good for our people and good for our business. I will always work to ensure the safety of our people and customers