

# MY PERSONAL SAFETY ACTION PLAN

Joshua Kable, FD



A handwritten signature in blue ink, appearing to read 'J Kable'.

June 2025

## Communication:

- I will clearly communicate the financial importance of health and safety, reinforcing that investing in safety is a business priority, not a cost.
- I will collaborate with operational teams to ensure safety performance is reported alongside financial KPIs.
- I will promote transparency by supporting the integration of safety updates into monthly management reporting and board packs.

## Delivery:

- I will ensure the health and safety strategy is embedded within our budgeting, forecasting, and investment decisions.
- I will advocate for adequate resources and funding for health and safety initiatives, including training, audits, and safety innovations.
- I will participate in safety tours to understand frontline challenges and identify areas for improvement from a finance perspective.

## Ownership:

- I will champion a culture where financial decisions are made with safety at the forefront, aligning commercial success with employee wellbeing.
- I will track and challenge safety-related investments to ensure they deliver measurable improvements.
- I will lead by example by never ignoring unsafe behaviour and promoting a "safety-first" mindset within my finance team.

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 ensure our financial decisions support and enhance a safe working environment.