

JUST CULTURE & BEHAVIOURAL SAFETY

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DATE POLICY REVIEWED	June 2026
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BOARD SIGN OFF STATUS	APPROVED
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1. POLICY STATEMENT

At LPL Construction Services, we are committed to implementing a behavioural safety management system that prioritises the well-being and safety of our employees. Our goal is to foster a positive and integrated workforce, creating a work environment where everyone feels safe and supported.

To achieve this, we have integrated the Just Culture approach into our Business Management System, which is certified to ISO 9001, ISO 14001 and ISO 45001. This ensures that all individuals are treated fairly and in accordance with our Health and Safety Policy and Integrated QHSE Policy. We strive for continuous improvement and for providing the highest quality construction services to our clients.

2. KEY PRINCIPLES

We have made our policies and procedures readily available on our website (lplconstruction.com). Each policy, procedure, document and form is designed with certain key principles in mind:

- Open, fair and Just Culture: we promote an environment where individuals are encouraged to report safety concerns without fear of reprisal, fostering accountability and trust.
- Learning culture: we support our workforce through training programmes and competency checks, continuously enhancing their skills and knowledge to ensure safe practices.

- Safe systems of work: we create comprehensive risk and method statements to develop safe protocols and procedures, minimising potential hazards on our construction sites.
- Innovation and continuous improvement: we value the expertise gained from previous projects and encourage creative problem-solving and innovative approaches to enhance safety.
- Reporting and prompt action: we promote a culture of reporting occurrences, and we take prompt action to address any issues to support our diligent and hard-working teams.

3. CONTINUOUS IMPROVEMENT

Our management team consistently reviews trends and invests in corrective actions and implementation strategies to ensure safety and risk management are handled in a professional and competent manner. This collaborative approach ensures that our construction sites are safe environments where our employees can work with confidence, knowing that their well-being is our top priority.

At LPL Construction Services, we are committed to promoting behavioural safety and fostering a culture of safety at every level of our organisation.

4. POLICY REVIEW

This policy will be reviewed annually or whenever any significant change occurs within the organisation, or whenever a legislative change requires it and will have an impact upon the policy.