

### Just Culture

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The reporting of all accident and incident events within AmcoGiffen (Amalgamated Construction Ltd and Giffen Group Ltd), which have an effect on our safe performance is vital to the health of our business and the development of our continually developing safety culture. Our culture shall be just, constructive and fair. That is to say:

- Individuals shall not be punished for actions, omissions or decisions taken by them that are commensurate with their experience and training that result in an incident;
- Gross negligence, wilful violations and destructive acts will not be tolerated.

A proactive reporting process is in place in our business and is accessible to all. We report on all health, safety and environmental related matters to ensure a safe place of work and safe behaviours from our people.

Such proactive reporting complements our comprehensive reactive reporting and, thus, gives us an overall picture of safety performance. To ensure healthy and accurate reporting it is imperative that all personnel feel they can report events, howsoever caused, without fear of blame or judgment. It is for that reason that I am able to assure staff that they can feel both free and confident to report any matter relating to the safety of operations and I give my absolute personal guarantee that no action will be taken against inadvertent error, but I will not tolerate acts of negligence, wilfulness and/or intentional violations.

For completeness, negligence is described as: *‘Conduct that falls below the standards of behaviour established by law for the protection of others against unreasonable likelihood of harm. A person has acted negligently if he or she has departed from the conduct expected of a reasonably prudent person acting under similar circumstances’.*

All reported events will be investigated proportionate to loss or loss potential, and findings will include recommendations so as to prevent a recurrence. Those recommendations will not involve blame placing as such has no place in the development of a healthy safety culture. Action will be taken justly in all instances for the benefit of the safe performance and safety culture of the Company.



**John Booth**  
Managing Director