



# PSYCHOSOCIAL HAZARDS POLICY STATEMENT

Lowcock Builders' Psychosocial Hazards Policy is dedicated to developing and maintaining a safe place of employment for all staff, contractors and visitors associated with our operations.

Lowcock Builders are committed to ensuring that all persons are treated with respect and are not subjected to any psychosocial hazards, either deliberately or unintentionally within our workplace.


## OBLIGATIONS

- Lowcock Builders are committed to develop appropriate strategies, guidelines and training for all staff to understand what psychosocial hazards are and how they can be eliminated from our workplace;
- Lowcock Builders has a zero tolerance policy and will ensure all persons are treated with due respect.

## OBJECTIVES

- Create and maintain a safe work environment for employees, contractors and visitors;
- Provide adequate training;
- Lead by example to instil a workplace based on mutual respect;
- To undertake risk assessments and monitoring to identify potential issues;
- To induct all workers, contractors and visitors on site;
- To gather and store all safety documentation;
- To investigate any issues in relation to psychosocial hazards and take corrective action to prevent reoccurrence;
- To comply with legislative requirements;
- To comply with ISO: 9001, ISO:14001 and ISO:45001;
- To work with Mates in Construction as an Industry Partner to provide support, training and awareness to our employees, subcontractors and suppliers in our local area;
- Meet all requirements of psychosocial hazards in the workplace code of practice;
- To provide a great working environment for all employees, by undertaking team building activities, running recognition and reward programs and providing room for growth in the company structure;
- Use technology to gain a higher level of compliance, document control and retention.

To implement this policy, we shall focus on the needs of our business with reference to consistently meeting our clients and project requirements. Our quality management system will provide a way to monitor system issues and promote company improvements and growth.

  
John Lowcock, Managing Director  
09/06/2025