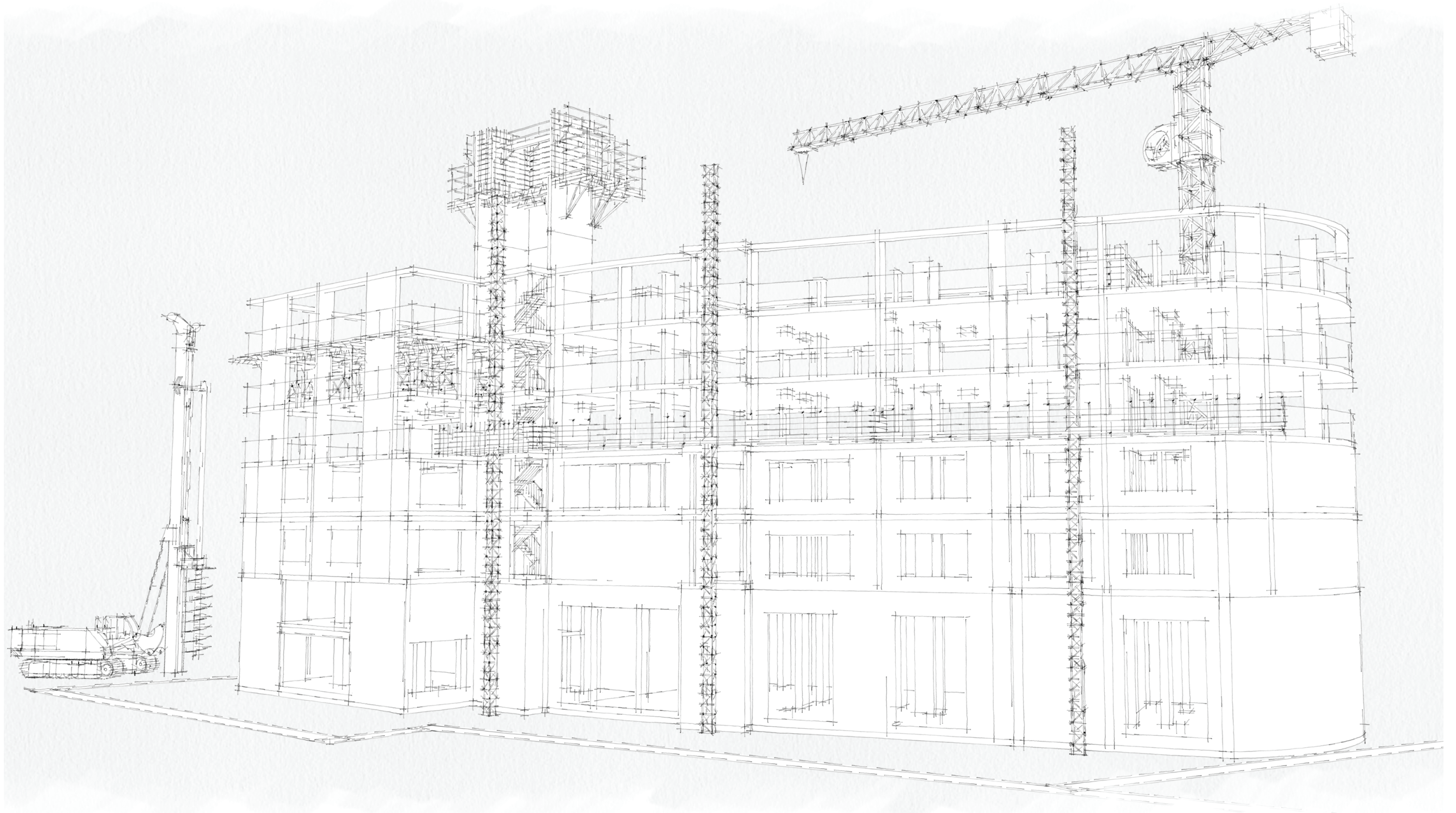


**JRL** PLAN SAFE  
WORK SAFE

**JRL**  
GROUP

Health and Safety Vision 2015



JRL  
**MIDGARD**

JRL  
**J.REDDINGTON**

JRL  
**LTC**

JRL  
**MP**

JRL  
**LCP**

JRL  
**UKFACADES**

JRL  
**YELLOW MAT**

JRL  
**TRENT PRECAST**

JRL  
**STAIR MASTER**

JRL  
**THAMES**  
REINFORCEMENTS LTD



### Executive Summary

Our Safety Vision is simple.

We target zero accidents.

This is a huge challenge set against a growing workforce of more than 1000 operatives – but it is a challenge we strive to meet.

Our vision is dependent, above all, on planning. Put simply, our belief is that any operation that is planned correctly will be accomplished safely.

This ambitious goal forms the core of our **PLAN SAFE**  
JRL  
**WORK SAFE** initiative.

## INTRODUCTION

The JRL Group encompasses all aspects of construction. This means our goal is to deliver a complete construction service at the Right Time Every Time.

Founded by John Reddington in 1996, the JRL Group has built its success to date on the basis of listening carefully to clients and through proven delivery developing lasting relationships. Above all, we value the trust our clients place in the business. And we look to repay that trust by continuing to do what we say we will do.

The hands-on approach personified by directors and senior leadership flows through into a collaborative culture which permeates all our teams. This tangible point of difference has secured a valued reputation in a highly competitive sector.

The JRL Group today encompasses ten divisions creating the option of bespoke solutions for the most complex projects.

Irrespective of the scale of challenge the Group can now draw on expertise across multiple disciplines, thereby generating added value for clients.



## Our People

We are proud of the commitment and loyalty of our people, many of whom have built their own careers alongside the growth of the JRL Group. Skills and professional development programmes are tailored to suit the needs of the individual. In turn this ensures there is a constant search for the most innovative and efficient solutions for our clients. Skills and safety are interdependent aspects of how we look after our people. Through our five-year safety development plan, the JRL Group is determined to provide a safe and healthy workplace for all our employees. We value the personal wellbeing of each of them.

But effective management of Health and Safety demands constant vigilance. Personal leadership and behavioural awareness are critical aspects here –

and we demand active participation by management and staff, from executives to sub-contractors, in identifying hazards and taking positive steps to mitigate these risks.

In a decade which has seen exponential growth across the JRL Group we have maintained an unrelenting focus on safety. The continued welfare of all our personnel is paramount and we have refined our safety model in line with the pace of business growth, and the changing nature of specialist disciplines. The importance of maintaining a collaborative culture has ensured very high levels of safety performance.

## TRAINING

Course Name:	2010	2011
SMSTS	15	32
SSSTS	9	16
CSCS	58	56
CPCS	46	77
NVQ's	28	46
Traffic Marshal	10	6
Slinger/Signaller	19	21
Crane Appointed Persons	2	4
IPAF Sissior Lift	15	24
First Aid at Work	22	31
Service Avoidance	15	22
IOSH Managing Safely	2	0
Abrasive Wheel	12	61
Fire Marshal/ Coordinator	0	3
Working at Heights	0	8
In House Harness	28	52
IPAF Operator Training Course	18	19
IPAF Harness	6	0
Safe Harness Use & Inspection	4	23
PASMA	7	22
Rope Rescue	4	0
Ledging Edge Course	7	1
In House Pop-Up	5	22
Rescue Training	13	7
Manual Handling	15	24
Manual Handling Instructor Course	1	2
Cantideck Training	6	21
Safe Rescue Return	8	20
Face Fit Course	0	7
Scaffold Inspection	5	13
<b>Total Qualifications Obtained</b>	<b>380</b>	<b>718</b>

All employees undergo comprehensive health and safety training in line with section 2(c) of the Health and Safety at Work Act 1974 and regulations 10 and 13 of the Management of Health and Safety at Work Regulations 1999.

The JRL Group firmly believes that it is vital to reinforce external qualifications with comprehensive internal training which is engaging, effective – and proven.

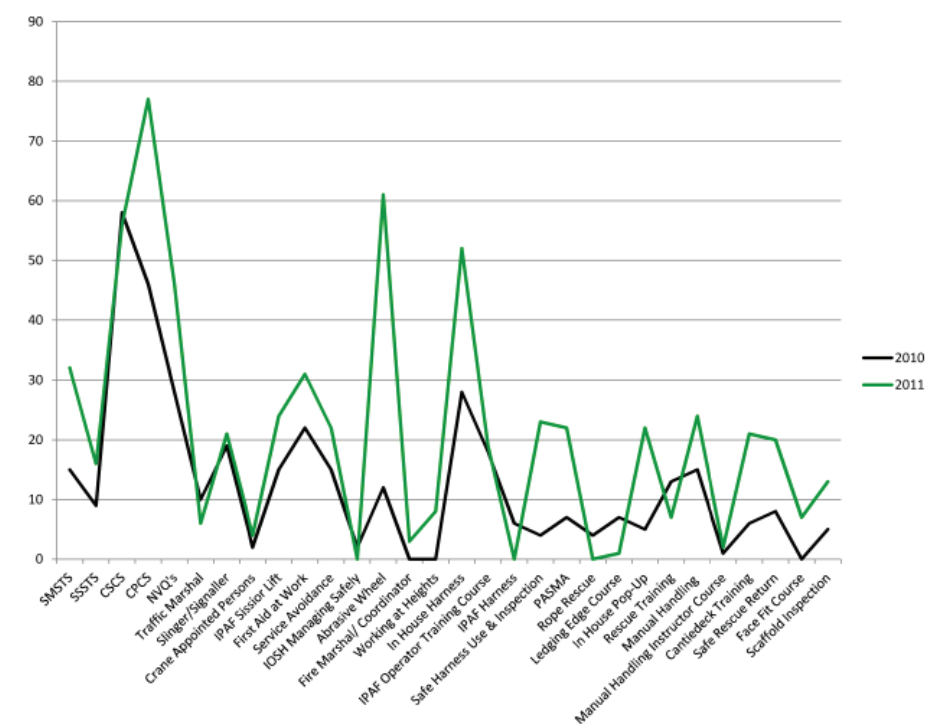
A major restructuring of the group's Training Department has been completed over the last two years, culminating in the appointment of full-time Training Coordinator, responsible for maintaining and recording all training carried out across the Group.

In line with company policy, all JRL Directors and Managers must undergo annual independent health and safety training covering all updates in legislation.

Managers are also required to complete the five-day CITB SMSTS course and hold an in date CSCS Black Managers card. This is arranged and implemented by the Group's Health & Safety Department and Training Coordinator.

Elsewhere, employees are all site inducted and attend regular Tool Box talks which are constantly refreshed. Appropriate PPE is supplied to all employees and – critically – its correct use is demonstrated before any work commences for employees of the JRL Group.

JRL has created a training matrix for each company to forecast the training requirements for each role within the company. This matrix forms the basis of our guideline for all safety standards.



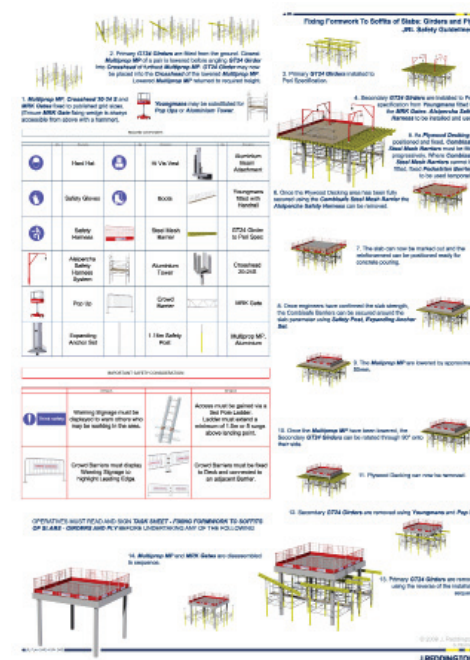
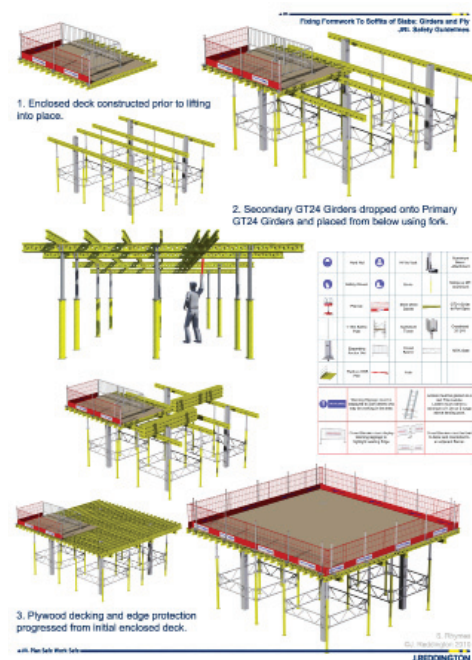
## Plan Safe Work Safe

However good the performance, there is always room for a step up to another level in support of our vision and core business challenge. We recognise that satisfaction with improving performance is a step away from complacency, and the risks that brings. This is the background which led to a further lift in our group Health and Safety standards, culminating in the launch of **PLAN SAFE** in January 2012.

**PLAN SAFE** is a simple initiative which will shape and control the group's Safety Management systems. It was developed on the back of invaluable feedback from our Safety Managers and onsite staff highlighting task planning as an area for potential improvement.

We set about dismantling each element of site operations into common activities and procedures. This exercise has reinforced theories which indicate that time and resource investment at the planning stage of each task is the most efficient means of ensuring safe working for all involved in the delivery process.

## Pictorial Method Statements



A key element in our constant commitment to improving Health & Safety is our method of illustrating approved safe working methodologies through 3D pictograms and visuals as shown in the examples above.

Our in-house print facility enables us to tailor Safety Signage packages to the specific requirements of individual sites.

Below: An example Pictorial Method Statement for Moving Combisafe from the Leading Edge of Falsework Decking to the Edge of a cured Slab.

OPERATIVES MUST READ AND SIGN THE RELEVANT METHOD STATEMENT BEFORE UNDERTAKING ANY OF THE FOLLOWING

Moving Combisafe from Decking to Edge of Slab  
JRL Best Practice Guidelines

1. Slab and Verts poured.

2. Combisafe Fixing Anchors and Poles are marked out and fixed.

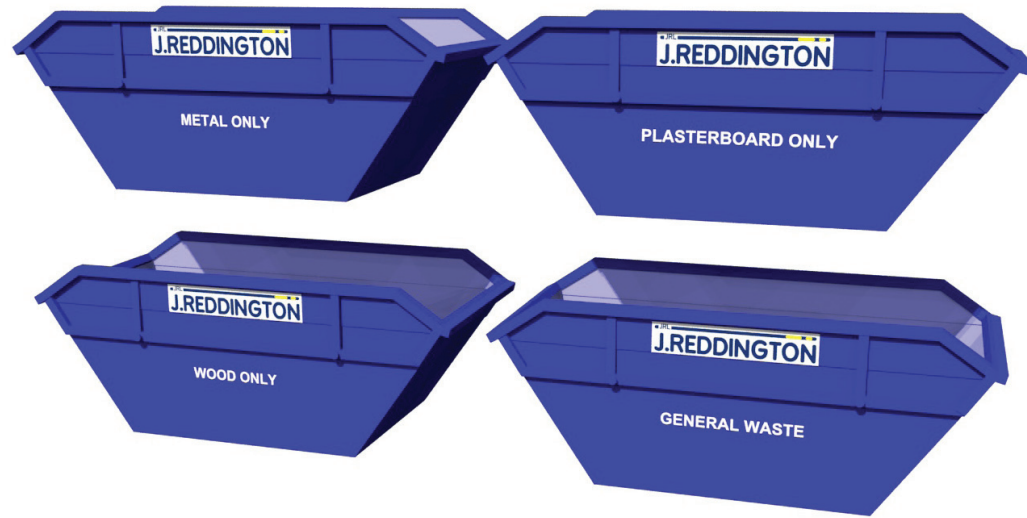
3. Move Combisafe Barrier into new location.

4. Only once all the Combisafe has been moved in, and the slab is clear can decking commence for the next floor.

© 2010 J. Reddington & S. Rhymes  
J.REDDINGTON

**Waste Segregation**

Waste management is a critical issue for our sector. In January 2012 the Group introduced a new range of skips. These offer a seamless means of segregating all onsite waste. Materials are either recycled or disposed off in a sustainable manner.



Planned, regular collections to pre determined specialist waste disposal centres ensure that our sites are kept clear of waste.



**Yellow Mat**

Yellow Mat grew from a fundamental challenge ever-present in the construction industry, namely: "How to provide and maintain a safe, non-slip, designated walk way on a construction site".

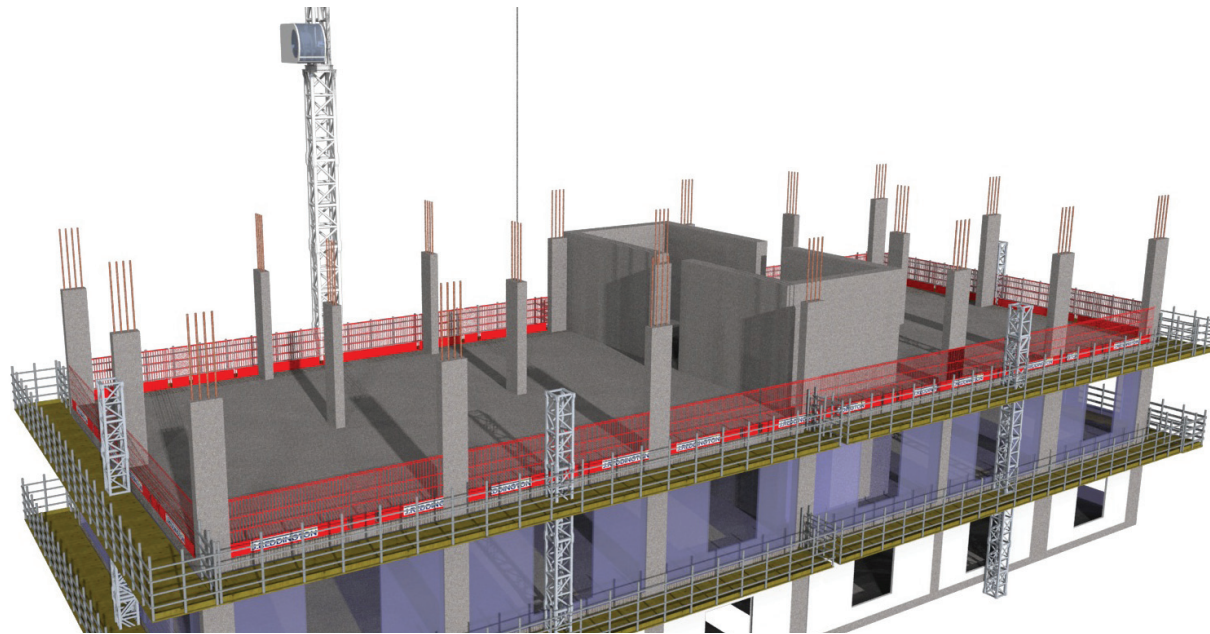


**Pre Cast Construction**

Our goal is to eliminate accidents or risks at every point in the construction process. One example of this is the safe working system we have developed which eliminates the need for working at height during the construction of concrete frames.

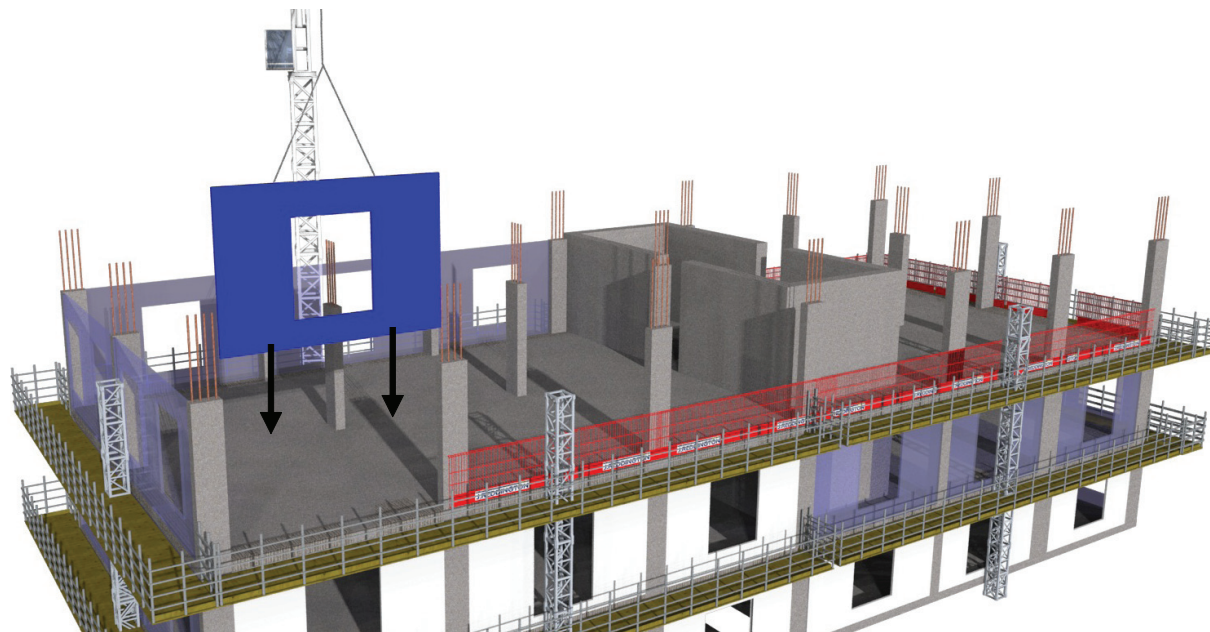
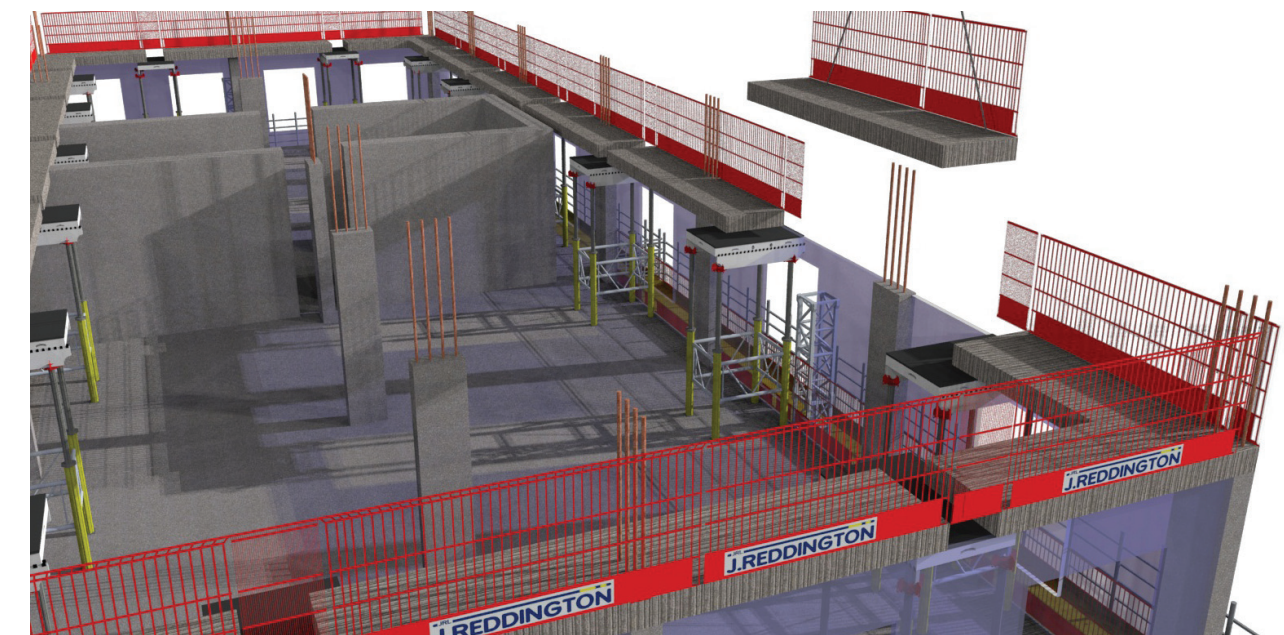
The process entails detailed offsite preparation of precast edge beams which are then raised into their final position supported by the pre cast concrete columns already in place. Fixings and Combisafe edge protection fixings are fitted to the beams before it gets to site.

3. The Pre Cast Edge Beams are fitted with Combisafe Edge Protection before they are lifted from the trailer. This helps to eliminate the need for working at height.



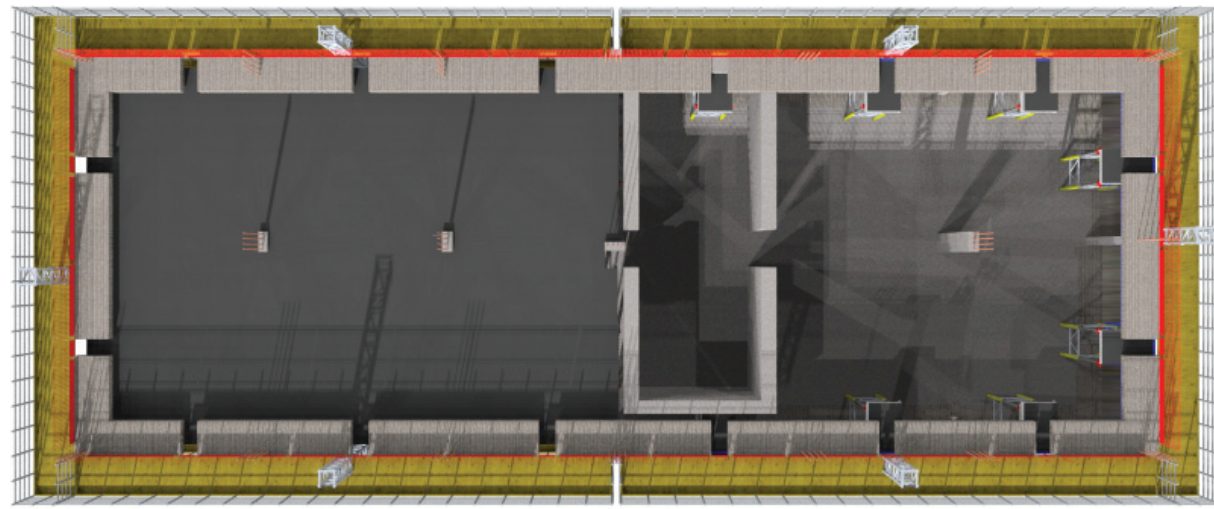
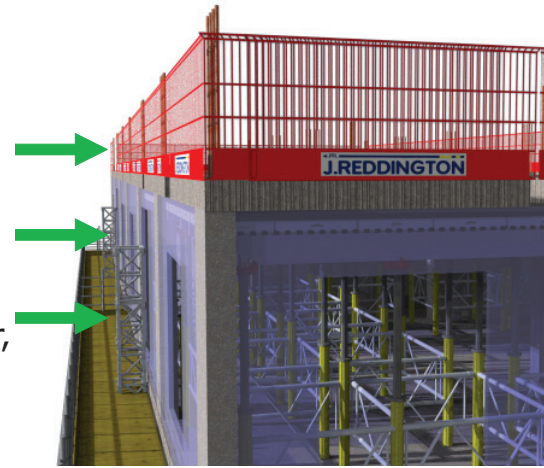
1. Pre Cast Columns are installed. Columns are secured using push-pulls.

4. The Pre Cast beams are then lifted into position to form a safe working environment. Falsework decking is used to support the pre cast edge beams.

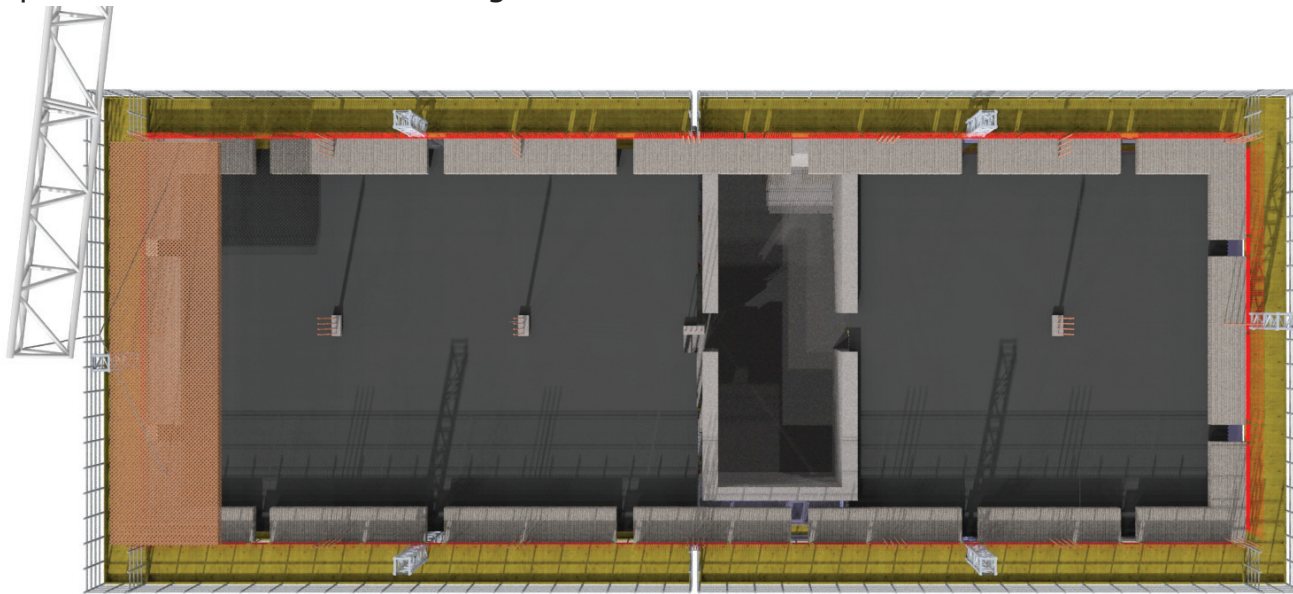


2. Combisafe panels are removed and pre fabricated panels are lifted into place. These act as edge protection.

5. Falsework decking begins to the next floor. This is constructed from the floor below, and further reduces the need to work at height. All falsework decking is completed within the structures perimeter, no falsework decking overhangs. Therefore, no operatives are working beyond the edge of the slab.

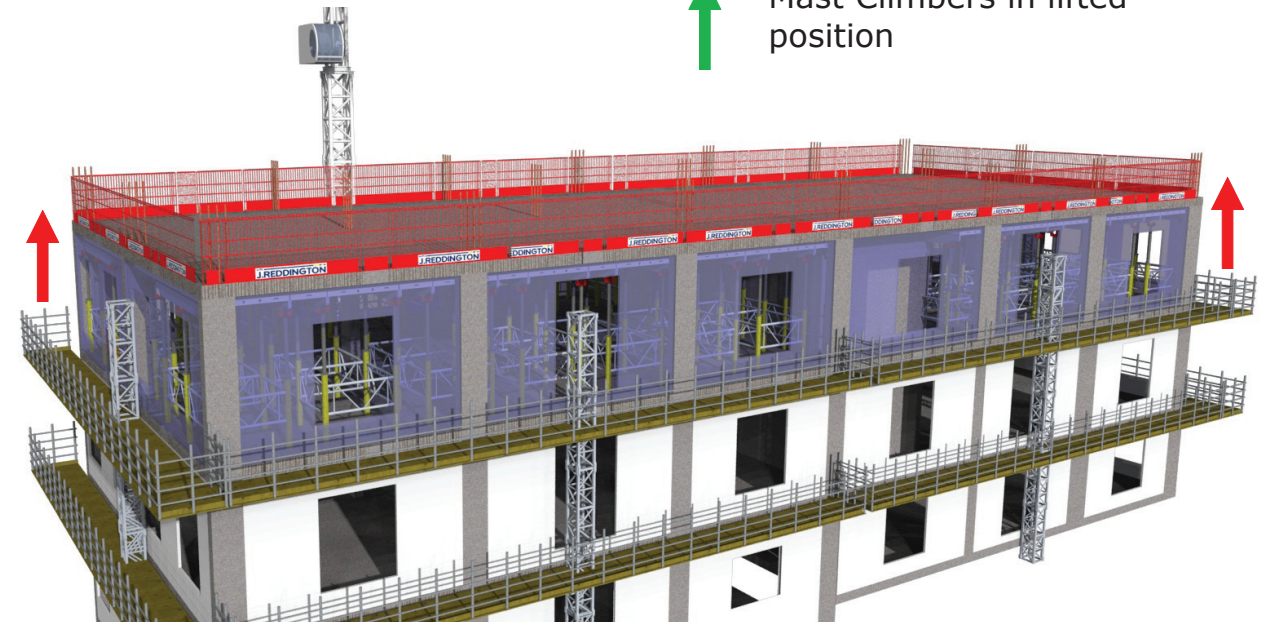


6. Pre fabricated one directional steel mesh is placed using a crane. This reduces the requirement for manual handling.

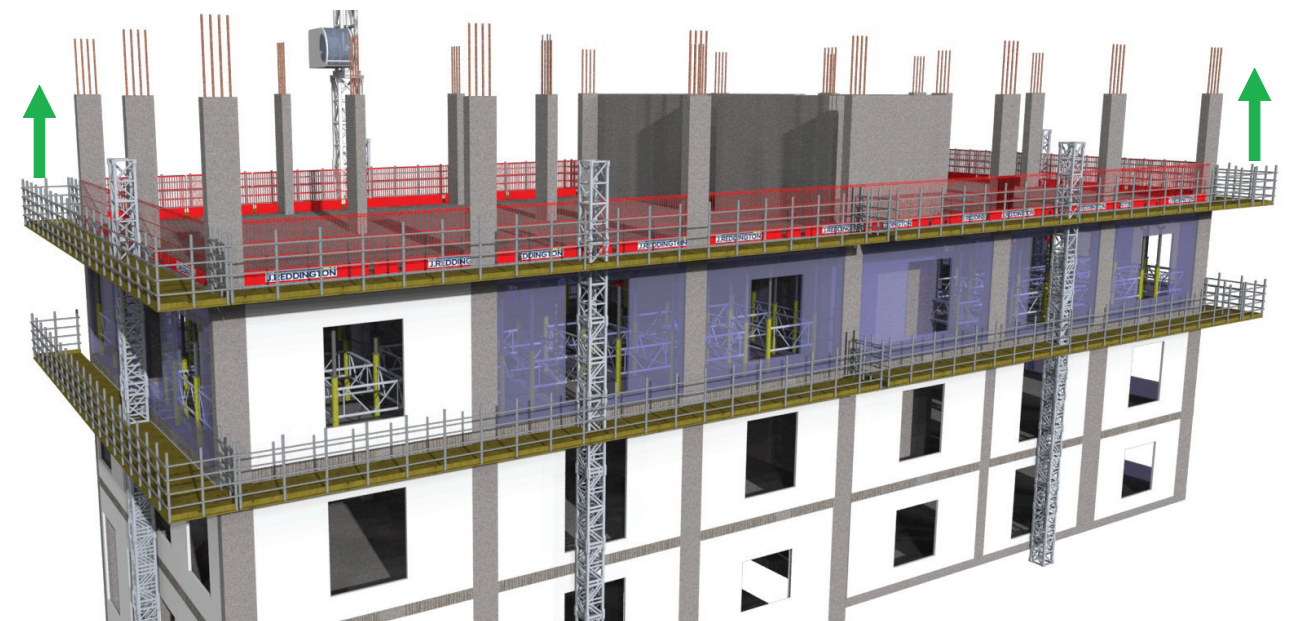


7. Slab is poured.

↑ Mast Climbers ready to be lifted  
↑ Mast Climbers in lifted position



8. The next level of columns are placed and the mast climbers are raised.





**INNOVATION**

**Trailer Safety**

With the increasing use of flat bed trailers for transporting materials to site, there is a further range of potential hazards. Once again, in support of our 2015 Vision, we have invested in the development of a bespoke fall prevention system for our trailers.



The trailer is prepared for unloading; The protective side panels are swung out and this allows the floor panels to be lowered into place.



**Health and Safety Vision 2015**

The side and floor panels extend the trailer bed providing a safe walkway. This is then repeated for the remaining two sides.



Safe access to the trailer is via a secured ladder. An operative may now safely move around the vehicle deck.

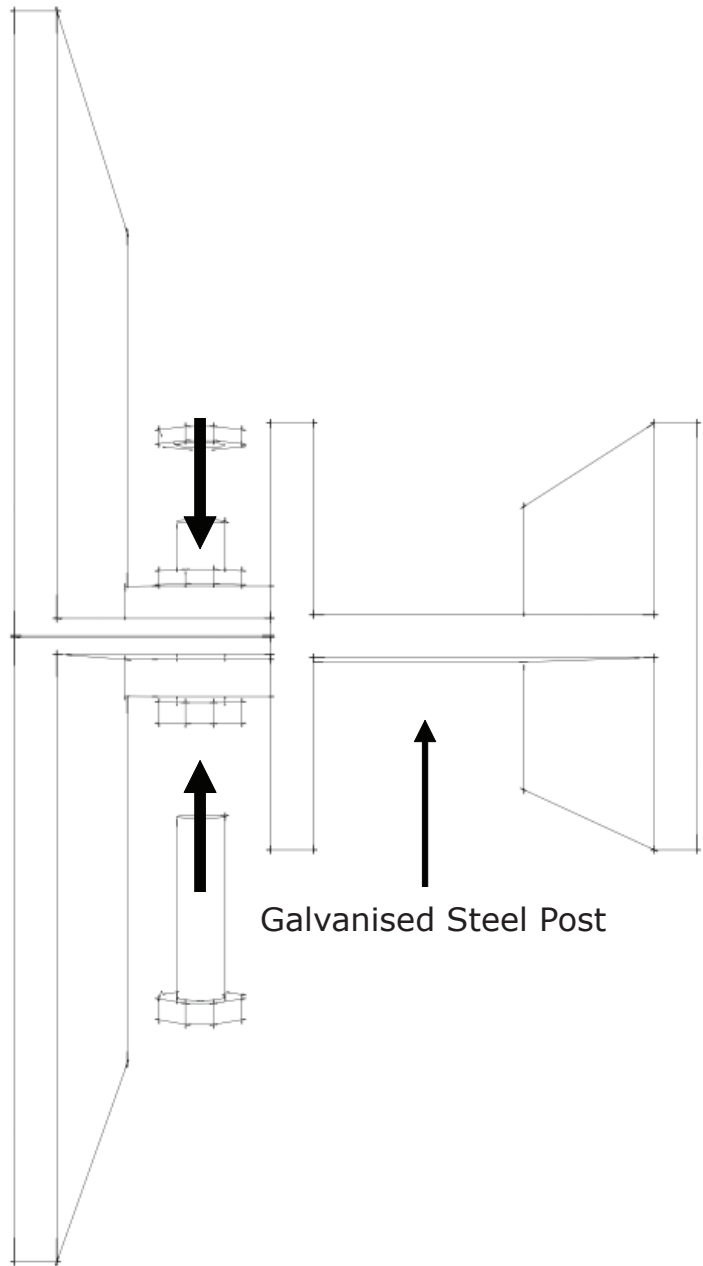


**Health and Safety Vision 2015**

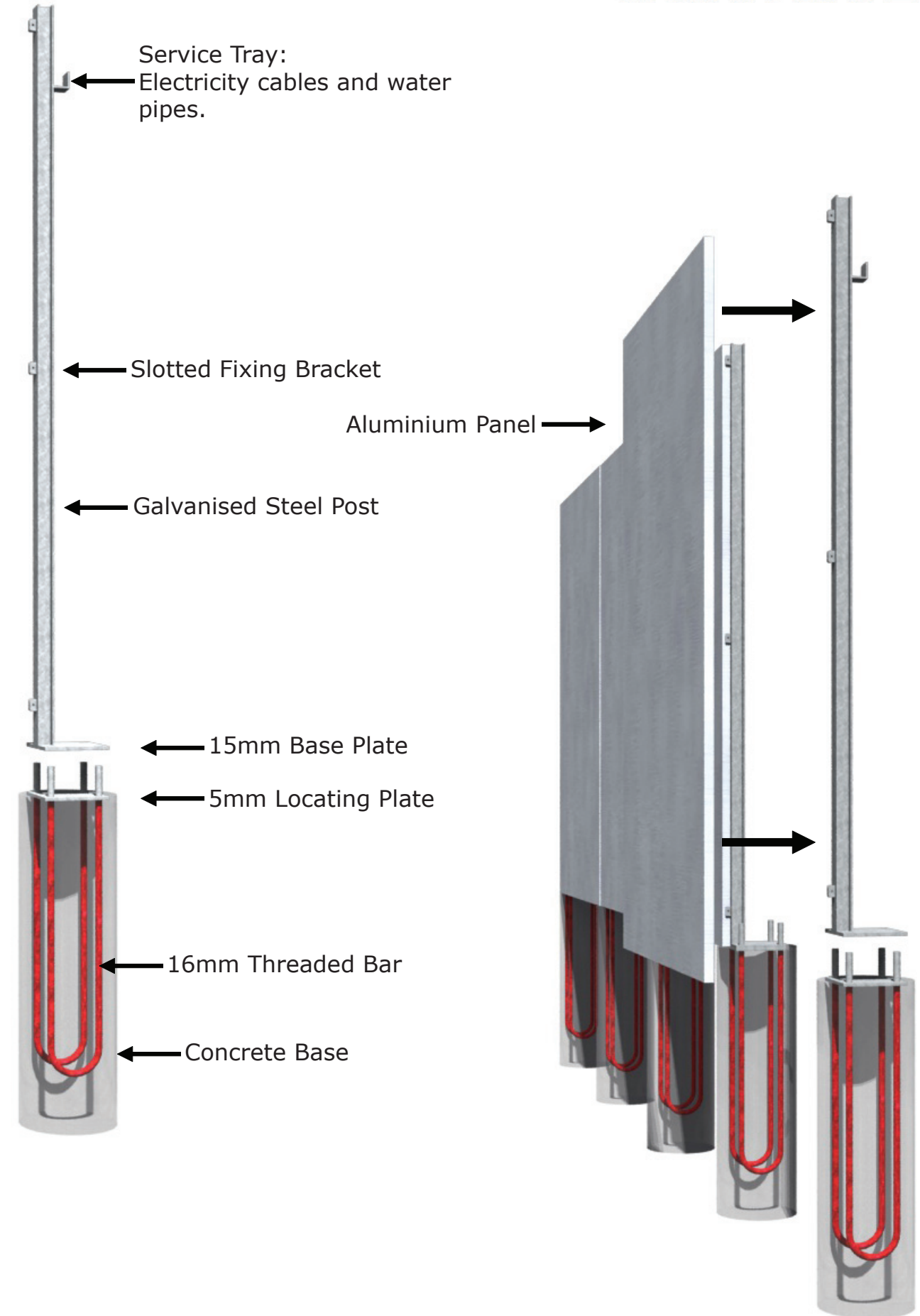
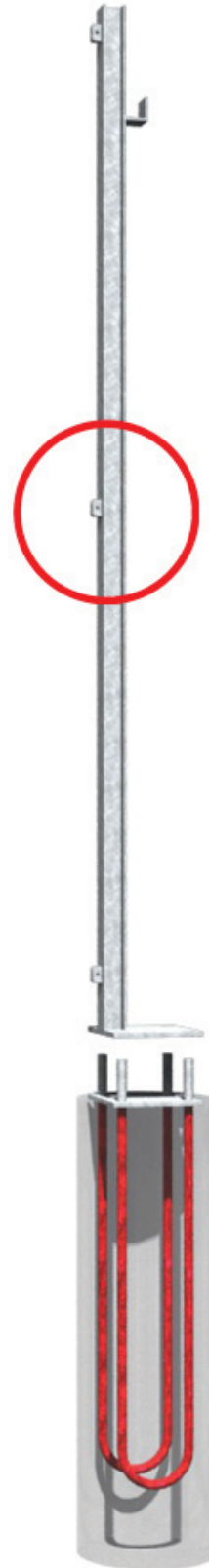
**Hoardingmaster**

The JRL Group is delighted to be in a position to offer the only precision-engineered, site specific hoarding available on the market. We take great care to calculate loadings and ground conditions when designing our re-useable, metal hoarding system. Our Steel and Aluminium system outlasts traditional wooden alternatives and without any degradation in performance.

Plan View Detail A:  
 Slotted Fixing Bracket to Aluminium Panel connection.



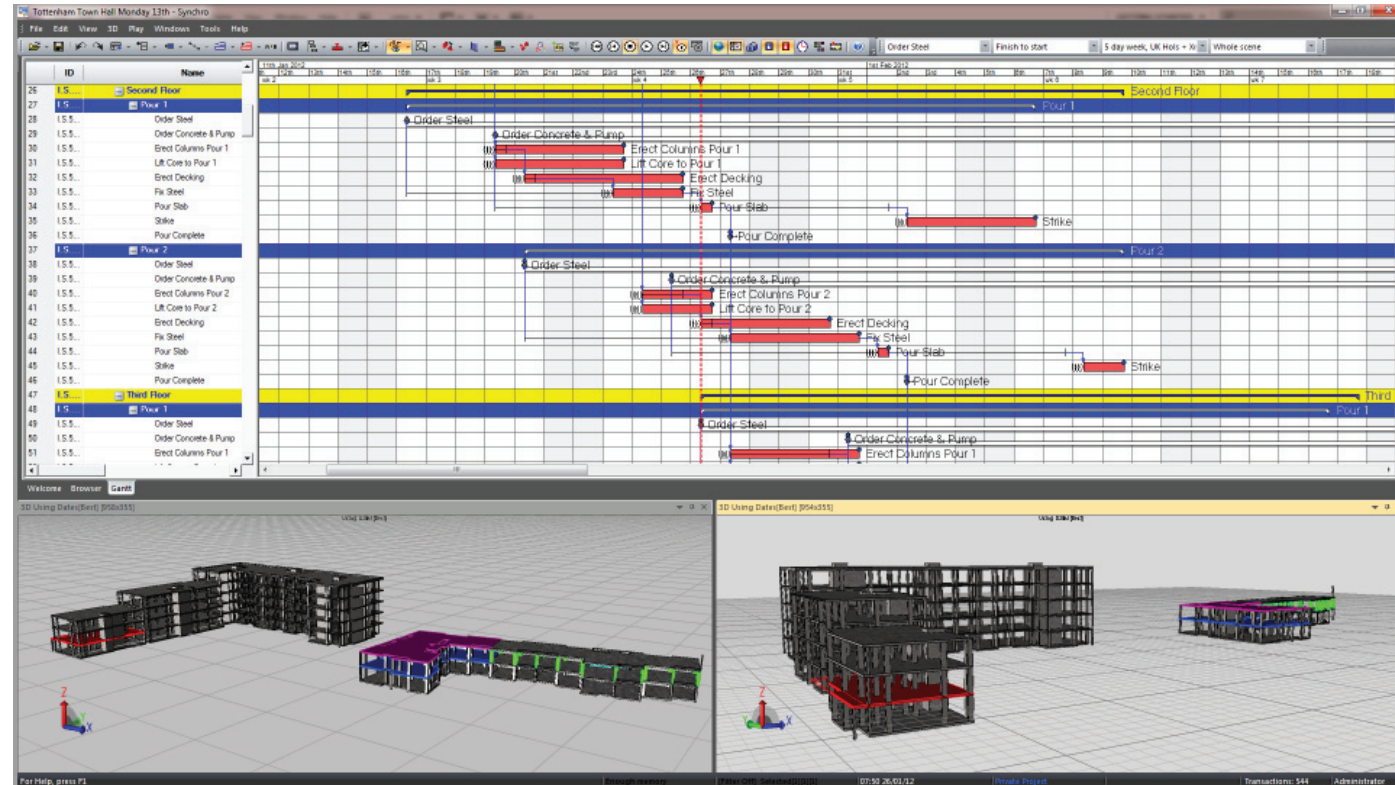
**DETAIL A**



**4D Programming**

During 2011 we developed complete 4D-modelling of our construction projects. The aim is to accurately plan the construction programme and manage health and safety requirements in a complementary manner.

4D programming enables safety to become an integral part of each activity and ensures we further embed



**Planning Board**

A planning board is produced for all sites to ensure that Health and Safety planning is kept up-to-date on a daily basis.



# PLAN SAFE JRL WORK SAFE

## Stair Master

Stair Master offers a unique safety feature, it is installed pre fitted with a handrail. This means that operatives are protected at all times from a leading edge.



Health and Safety Vision 2015



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### Off Site Fabrication

Lowering risks further on site we now produce off site, pre fabricated steel which reduces the hazards of working at height and manual handling.



### One Directional Mesh

The group is determined to reduce the need for manual handling at every opportunity. By replacing loose bar with engineered pre fabricated mesh, up to 16.0m long, manual handling is replaced by a tower crane lift.

