
Worker Welfare Policy

March 2026

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Purpose

DSG is committed to ensuring that a safe, healthy, and dignified working environment is provided. We recognise that welfare facilities are a fundamental right and a critical control measure against health risks. All workers are to have access to compliant facilities from the first day of every project until completion.

Context/scope

This policy applies to all employees of Danny Sullivan Group Limited (DSG) and its subsidiaries (Danny Sullivan & Sons Ltd, Diamond Construction & Engineering Recruitment Limited, and Danny Sullivan Group Academy Limited), contractors, workers, agency workers, volunteers and visitors.

Policy

Responsibilities

The Principal Contractor/Site Manager is responsible for planning, installing, and maintaining welfare facilities.

Employees/Contractors are responsible for maintaining the cleanliness of facilities and reporting any defects or lack of supplies immediately.

Competent Person (designated individual) will monitor facilities daily to ensure they remain stocked and hygienic.

Mandatory Facilities

Sanitary Conveniences

- **Toilets:** Clean, ventilated, and well-lit. Flushing toilets connected to mains drainage are preferable.
- **Ratio:** Minimum of 1 toilet per 7 workers (based on a 40-hour week).
- **Privacy:** Separate facilities for men and women, or single-occupancy rooms with internal locks.

Washing Facilities

- **Basins:** Located adjacent to toilets and rest areas. Must include hot and cold (or warm) running water, soap, and hygienic drying methods.
- **Capacity:** Sinks must be large enough to wash hands, face, and forearms.

- **Showers:** Provided for exceptionally dirty work or where workers are exposed to hazardous substances (e.g., lead, asbestos).

Drinking Water

- **Access:** Readily accessible, wholesome drinking water clearly marked with signage.
- **Distribution:** Cups provided unless the water is supplied via a drinking fountain.

Rest Facilities

- **Environment:** Sheltered, heated, and ventilated areas away from work hazards.
- **Amenities:** Sufficient tables and seating with back support for all workers.
- **Food Prep:** Means to boil water and heat food (e.g., microwave, kettle).

Changing & Storage

Clothing: Secure storage for personal items and PPE.

Drying: Dedicated facilities to dry wet or contaminated workwear.

Maintenance & Hygiene

Facilities will be professionally cleaned daily (or more frequently based on site headcount), with daily checks to ensure constant supply of toilet paper, soap, and towels. Cleaning and waste disposal records will be maintained for site audits.

Accessibility & Wellbeing

Facilities will include accessible units with ramps where required and private spaces for nursing mothers.

Rest areas are designed to provide a genuine break from site noise to support mental wellbeing.



Russell Deards
General Counsel & Company Secretary
1st March 2026