

FITZGERALD CONTRACTORS LIMITED

## CSCS (Certification Scheme) Policy

It is the stated aim of the company that all employees who either work on, or visit Fitzgerald sites, will have successfully completed the Construction Skills Certificate Scheme (CSCS).

In further support of the scheme, the company is actively working towards 100% compliance from its supply chain.

As part of this process, supply chain companies are vetted to assess the actions that they are taking to achieve this, as a minimum standard.

This policy is being adopted in order to achieve the employment of a fully trained and qualified workforce, and in recognition of the contribution it will make to reducing accidents, and the maintenance of a safe working environment.

Prior to commencement on site, as part of our existing accredited Quality Assurance scheme, the progress of the supply chain company and that of the intended workforce, in achieving CSCS accreditation, will again be investigated.

Finally, on the day of commencement of the work activity on site, the workforce will be expected to provide their CSCS cards to the Fitzgerald site supervisor, who will record the registration number as part of the induction process.

Any company or individual who does not currently possess a valid CSCS card or Industry Accredited Alternative Scheme Certificate will be referred to our training provider, Forum Training Limited, who will be able to assist in achieving the necessary standard.

Supply Chain companies who are not pursuing the achievement of this standard will be removed from our approved database.