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At Ring Stones, ensuring the health, safety and wellbeing of our employees, supply chain partners, and all we come in to contact with is a priority.

In 2024/25, our overall safety performance has been good, and we are continuing to see improvements across areas of reporting such as accidents and incidents, where we have again seen a reduction for the previous year's statistics. In a positive trend, we have also seen an overall increase in near misses reported, although the number has increased, this can be seen as a positive in the culture of safety with these providing opportunities to improve overall. The introduction in Q4 of My Compliance, we believe, has made this more accessible for employees to report back instances in a timelier manner and with greater content.

We have continued to have effective arrangements with our occupational health providers to support our employees. Our new providers have undertaken annual assessments of our trade's employees, with several both short-and long-term health conditions being identified, this allows ourselves to ensure we place additional precautions around work activities and ensures that employees feel valued and safe when being asked to work.

As well as physical health and wellbeing, we are aware of the challenge of mental wellbeing and have introduced several sessions and workshops for our employees to attend to aid in this area. This last year has also seen the increase of Mental Health First Aiders throughout Ring Stones which has made it more accessible to discuss the conversations that exist not only in Ring Stones, but in the wider sector.



We have continued to engage with our Health and Safety consultants to undertake a wide range of Site Safety Inspections (SSIs) for our construction projects throughout the year, the inspections have totalled 37 this year with an overall average outcome of 93.23%, which is above the agreed 86% KPI outcome. Financial year 2023/24, achieved an overall average of 91% for comparison.





Although a positive year overall in Health and Safety, we have still seen areas that require additional focus improvements. This year Asbestos has remained a challenge with both the procedures involved, and overseeing these on day-to-day works. This year has seen two RIDDORs reported to the HSE which is an increase on last years performance, both accidental releases have come through our regeneration teams where we continue to educate and support managers and trades.

In presenting this annual report, much of the content is "looking back" but of course, we recognise the future and use of this document to also look ahead at what 2025/26 may bring for our employees and wider supply chain.

We are also aware of the challenges and changes that may result during the next year, and we are already focussed on what these may be, and how they may impact our business, this is managed through the Health and Safety Risk Organisational Assessment that is used throughout all areas of Ring Stones.

Our priority is to continue to manage and monitor our health and Safety risks while deliverina improved business performance.





But whether looking back, or ahead, we are pleased that our health and safety performance has been good, we have addressed occupational health for our employees, we have additional trained MHFA we our business, have implemented new revised procedures and processes, and we have delivered significant learning and development opportunities to both our delivery and professional teams. But we know that there is more to do to maintain our high standards, and we will continue to review, adapt, and change any areas that we discover require addressing, whilst picking up on wider industry best-practice to ensure that we continue to improve our performance.

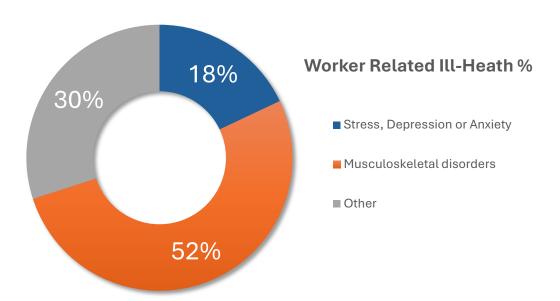




The Health and Safety Executive (HSE), produce an annual report for the construction sector for all construction related activities reported to themselves.

III Health

78,000 workers are suffering from work-related ill health (new or long standing) averaged over a three-year period from 2021 - 2023/24.



Around 3.8% of workers in the sector suffered from work related ill-health which is not statistically different from that for workers across all industries, 4.1%.

Around 2% of workers in the construction sector (40,000), suffered from work related musculoskeletal disorders, this is significantly higher than other sectors which is 1.2%.

There were an estimated 14,000 workers suffering from work related stress,

Included within the "other" areas of worker related ill-health for construction, are.

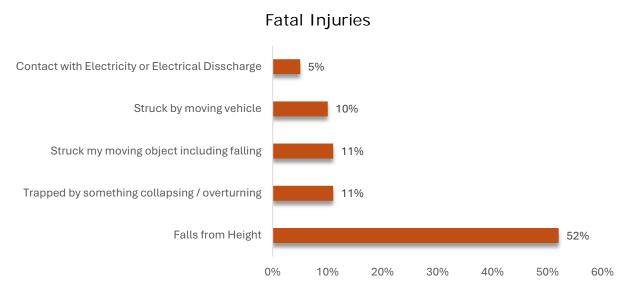
- Lung Disorders 0.23% / 5,000 workers
- Occupational Asthma 0.7% 1400 workers
- Chronic Obstructive Pulmonary Disease (COPD) 0.8% 1600 workers
- Hand Arm Vibration System 1.3% 2600 workers



Fatal Injuries in the Workplace

There were 51 fatal injuries to workers in 2023/24. This is in comparison with the annual average of 42 fatalities over the five-year period from 2019-20 to 2023-24.

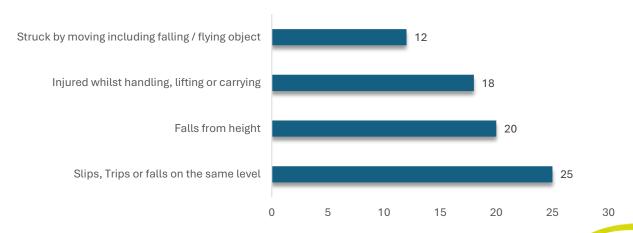
The fatal injury rate in construction is around 1.96 per 100,00 workers. (This is the third highest rate with only Agriculture and Forestry 8.23 per 100,000 and Waste 3.65 per 100,000 workers.



Non-Fatal Injuries

47,00 workers sustained non-fatal injuries at work averaged over the three-year period 2021/22 - 2023/4. Prior to the coronavirus pandemic, the rate of selfreported non-fatal injury to workers showed a downward trend. The rate for the latest period, which includes the years affected by the pandemic, was not statistically significantly different from the 2015/16 – 2017-18 period.

% of non-fatal injuries by accident kind in construction





Of the estimated 47,000 workers who reported sustaining an injury, 33% of these (15,600) resulted in an over 7-day absence from work.

Around 2.4% of workers in the sector sustained a non-fatal workplace injury, which is significantly higher than other sectors with this being 1.7%.

In 2023/24, there were 4,050 non-fatal injuries to employees reported by employers under RIDDOR.

Economic Costs

The cost of all workplace injuries in 2023/24, is estimated to be £1.4 billion, and this accounts for 7% of the total costs of all work-related ill-health and workplace injury in Construction (£21.5 billion).

Workplace injury and ill-health impose costs both financial (for example in terms of lost output and healthcare costs) and non-financial (the monetary valuation of the human cost of injury and illness in terms of loss of quality of life and, for fatalities, loss of life). Taken together, this gives the total economic cost to society. This cost is shared between individuals, employers and government / taxpayers.

In construction, it is estimated that around 2.5 million days were lost in 2023/24 with workplace injury (17%), and work-related illness (83%) accounting for these days. This is equivalent to around 1.3 working days lost per worker.

Billion Pounds

2.5 Million Days

3 Days per Worker



Annual Health, Safety and Wellbeing Report



a **calico** arono service

Ring Stones Health and Safety Performance FY 24/25



This report details the health, safety and wellbeing performance of Ring Stones and its supply chain in the twelve-month period ending the 31st of March 2025.

Specified Injuries to Workers

Specified injuries to workers that require reporting to the HSE are defined in RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013) and are mainly concerned with work related accidents resulting in fractures, amputations, permanent loss / reduction of sight, serious buns or loss of consciousness.

In the reporting period, one injury to a sub-contractor was classified as a "specified injury" under RIDDOR which involved a broken bone in a foot and was reported through themselves, but on a Ring Stones site. No action was presented to Ring Stones.

Dangerous Occurrences

Ring Stones reported two dangerous occurrences to the HSE under RIDDOR, both of which involved Asbestos. The incidents both in domestic properties, were caused through poor interpretation of survey information and could have been easily avoidable. Of these incidents, one involved the disturbance of Asbestos Insulation Board (AIB) and was reported through to our Insurers alongside the HSE, as this involved four employees working within the property at the time of disturbance.

Accident, Incident and Near Miss Reporting

During the reporting year, we have reported 49 instances of accidents, near misses and incident reporting.

Of the accidents reported, there were 10 in total with the common themes being of a manual handling nature which involved lifting without the due care and attention.

Of the incidents which there were 18 in total, the common themes being customer aggression, Asbestos, and damage to Ring Stones property or materials.

On the near misses, there were 21 in total with the common themes being equipment misuse or failure, and Asbestos themes once again.

The introduction of My Compliance (digital Health and Safety platform) can be seen to be positive for use in Ring Stones. This system was "live" from October 2024 and has seen a significant increase in reporting through the trades employees, for comparison, the overall number of last year's reporting was 27 occurrences in total.





HSE Visits

The Ring Stones business alongside Calico Homes, have had one joint HSE visit in September 2024 following several notifications served around Asbestos. The visit was attended through two HSE Inspectors who wanted to review Policies and Procedures, alongside how we both manage Asbestos through our trades and sub-contract employees. The visit was concluded several weeks later with a formal email advising us that there would be no further action taken.

In addition to the visit, Ring Stones were also contacted through the HSE by email following an anonymous report logged practices around unsafe working observed through a member of the public. The incident in question, was in relation to some removals underway for Calico Homes that did not involve Ring Stones but were through a disgruntled customer in the apartment block. All documentation was served back to the HSE who formally acknowledged this and closed the matter down.

Site Safety Inspections

Site Safety Inspections throughout the year, have been undertaken through our consultant — OakSafe. The audits are commissioned to ensure that all working practices, remain compliant and to HSE Legislations, and provide overall assurance to the Ring Stones team.

In the reporting period, there have been a total of 37 audits completed, with 14 of these being across our development works, and 23 across our Regeneration works including stores facility at Network 65.



The overall average score across all the inspections, provides an average outcome of 93.23%, against the agreed KPI target of 86%. This is in comparison to last year's averages of 91%.

On all instances of the inspections, the project activities are measured against requirements and scored accordingly, any areas of non-compliance are then documented, which require closing out by Manager response within the allocated timescales.



Hand Arm Vibration (HAVS)

The management of HAVS remains a focus of the Ring Stones Management teams. In April 2024, we successful upgraded our HAV Wear watches (provided through REACTEC), which introduced the latest monitoring models.

The purchase of twenty watches ensures that all operatives on a rolling basis, can be placed in work with a device used that both measures any exposures, but also provides records for us should these ever be required.

The HSE have an Exposure Limit Value (ELV) that is set at four hundred points, these points are achieved through any activity that creates a vibration such as drilling or sawing. In Ring Stones, we have decided to set an ELV at 350 points within each watch, which means we theoretically never achieve the ELV of 400 points through the HSE. If any employee should reach above the 350 limits, then an "intervention" is recorded on the records to advise that the employee was spoken to on this occasion. During the reporting period, we have needed to include three instances of interventions but haven't exceeded the HSE totals.

Within the Ring Stones trades teams, we have two person who wear watches on a full-time basis, with limits set at 150, and 200 points accordingly due to ongoing HAVS challenges from joining the team.

Occupational Health - People Management

Absences due to illness, whether contracted because of work or not, are tracked and monitored centrally through our HR Team. In the last 12 months, there have been 52 cases of absence lost throughout the business, at a total of 800 works days. Of the current headcount at the end of the financial year, which was 66, this would equate to an average of 12 days per employee which is statistically above the HSE measure.

Fleet Management

The Ring Stones fleet consists of thirty-three vehicles in total. All vehicles are fitted with a tracker and a driving system that analyses vehicle movement and related topics such as tracking speed limits, and braking pressures. The vehicle driver's activities are recorded each week on the system and shared internally amongst the management team for oversight.

In the reporting period, we have seen six instances of vehicle break ins recorded, three instances of driver "at-fault" accidents, and four instances of nondriver "at-fault" accidents recorded. We have also completed five driver risk assessments completed; this is where drivers have consistently shown poor skills in driving one of our fleet vehicles.





Governance Arrangements





Within the Ring Stones business, there currently several forums committees where Health and Safety performance are monitored.

Ring Stones Employee Forums

The Ring Stones Employee Forum meet on a quarterly basis to review and discuss amongst other areas, Health and Safety. The forum has developed over time and has brought many beneficial outcomes in relation to safety such as improved PPE, Workwear, enhanced tool selection and additional training amongst other things. forum is made up of several employee representatives, as well as Managers and is facilitated in a way as a shared commitment.

Calico Group Health and Safety Reps **Forum**

This forum, like the Ring Stones Employee Forum, is attended quarterly and is made up of several Group companies who come together to share areas for improvement, and best practices. The Ring Stones attendance is made up from both trades and management employees.

Calico Group Health and Safety Performance Group (HASP)

Like the above, this Group forum held quarterly, consists of senior roles brought together to discuss Health and Safety from a strategic level but taking in to account the notes and actions from all other related meetings.







North-West Construction Safety Group (NWCSG)

The NWCSG is attended by Health and Safety professionals from Ring Stones, at a frequency of bi-monthly meetings.

The meeting is facilitated through external providers but also has local HSE officers in attendance where current topics shared and discussed. The sessions provide valuable experience to attendees and count as part of the professional development of the team, so far this year, Ring Stones have attended every session with Site Managers also attending when the topics are relevant to their roles.

Accreditations

Currently, Ring Stones are accredited with Safety Schemes in Procurement (SSIP), under Safe Contractor. The application is renewed annually and is granted following a thorough check of all systems, processes and requires several evidential documents being provided.





Occupational Health - Function Checks

As part of our requirement as an employer, we are obliged to undertake annual occupational health checks with our trade's employees covering specific functions such as spirometry, audiometry, respiratory and dexterity function tests amongst others. The checks are undertaken through an external provider annually, with all results recorded and shared with employees on a personal basis. If in any instance, there shows a decrease in any function, then this is further addressed with a more specific assessment, and where required, individual risk assessments put in place limiting certain tasks for that individual. Currently within Ring Stones, this is in place for around 15% of employees for one of the areas noted.

Employee Health Benefits

As part of our management of occupational health within Ring Stones, all employees who haven't opted out, are enrolled within a service named Westfield Health. This external provider provides individuals with access to several benefits such as dental, chiropody, health screening, prescriptions, therapy treatments to name a few that support overall employee wellbeing. Alongside these many benefits, access can also be gained for doctor's appointments both over the phone and virtually, for employee and children where required. This service has been of great assistance to many employees over the reporting period.

Alongside Westfield, all employees also have access to such services as Bravo Benefits, Doctor Line 24-hour service, Money Matters, Mental Health First Aiders, and are provided with regular opportunities to engage with wellbeing co-ordinators and events throughout the year.

HIVE Surveys / Pulse Surveys

During this year, we have also undertaken several opportunities to engage with the entire workforce through both the annual HIVE survey, as well as moment in time "Pulse" surveys.

Surveys are undertaken anonymously and have provided response rates so far around the 60% overall as a response rate. The surveys are utilised to determine areas that can be improved, as well as the gauge employee engagement within Ring Stones.









Whilst we have continued to build on a positive Health and Safety culture over the year with many positive areas of success, we are in no way complacent about the health, safety and wellbeing of our team, our clients, and those whom we work and interact with.

The mental health and wellbeing agenda is real and is growing particularly within our sector. We have continued to provide opportunities for this topic to be discussed with our teams, and have increased the number of MHFA, and opportunities for our teams to seek support.

The implementation of the Building Safety Act, and subsequent Fire Safety Regulations, all appear to be a pre-cursor to a revision of the Construction Design and Management Regulations (CDM) 2015, particularly in the areas of competence and the recording of safety related information and risk management which will affect the sector accordingly.

Finally, the ongoing reviews and implementation of the Ring Stones organisational Risk Assessment will be vital in ensuring that we continue to keep culture and safety paramount within our business.



