

This is just some of the feedback that people who have worked with Steve Norris have given:

- Steve is second to none in his field! He has a great depth of knowledge and a top bloke with it. Would highly recommend Steve. **Head of Critical Engineering and Projects**
- Always appreciated Steve's knowledge and approach to Health and Safety when we worked together. Comes highly recommended if you're looking for consultancy advice. **Operations Director**
- I worked with Steve at Carillion and found him a fountain of knowledge on all things Health and Safety. Carillion supported construction and rail projects across the UK; both equally challenging in terms of strategic and operational Health and Safety support. Steve managed both with ease, is grounded in his approach and has a sense of humour making him easy to work with. Highly recommend. **Head of Recruitment**
- I worked with Steve during my time at Carillion and was always impressed and reassured by Steve's knowledge, experience and passion and his support and guidance of health and safety given to the heads of all departments throughout the company. He delivered all of our weekly health and safety briefings and was always very thorough and whilst he takes health and safety extremely seriously, he could always bring some humour and personality to what was a tough role in such a large, complex and risk adverse company and industry. I would have no hesitation in recommending Steve and his business as I know he'll never lose the passion and dedication to health & safety in the work place. **International Director**
- An authentic and charismatic professional with a real passion for making a difference is how I'd describe Steve. We worked together for over 7 years, during which time he was instrumental in driving a step change in our safety, health and sustainability performance. This was not, however, just about the numbers, it was about winning the hearts and minds of those around him. His ability to relate to people at every level was truly inspiring and helped to create an environment where the welfare of our people was paramount. His humour, team ethic and winning mentality was brilliant for us. **Training Director**
- Steve helped and supported me over several years as part of my senior management team within the FM and construction sector. He is an exemplary leader and motivator and has a market leading competence and knowledge of UK H&S legislation and best practice. For me, what makes Steve stand out amongst many other H&S professionals I have worked with over 25 years is his personality, many operational staff often see H&S standards, systems and processes as a burden to getting the job done however Steve uses his personality, leadership and enthusiasm to ensure this mind set is addressed and all levels of staff understand the importance of making sure injuries, incidents and hazards are avoided and the safety culture within an organisation moves in the right direction. One of the most skilled and motivational individual I have had the pleasure to work with. **MD and Chairman**