

HEALTH & SAFETY POLICY STATEMENT

The ongoing success of the Company is founded on excellence in Health and Safety performance. This is achieved through a policy of continual improvement across all facets of the Business. With commitment, support, participation, and an effective management system, we strive to ensure the safety, good health and wellbeing of our workers and keeping members of the public safe.

Our policy is to provide a positive health and safety culture where no one is harmed and we do not damage the environment, where we maintain the reputation, we have for achieving the highest standards in Health and Safety practice through successful management, implementation, engagement, and communication. In support of this all employees are required to fulfil their legal duty to take reasonable care of themselves and other people who may be affected by their actions, and to fully support the Company in the management of Health, Safety and Welfare as a whole.

To achieve these objectives our Leadership Team are committed to providing a framework that ensures:

- Safe and healthy working conditions for the prevention of work-related injury or ill health across all our business operations.
- Compliance to all relevant Health and Safety Legislation and other requirements.
- Maintenance and development of our Health and Safety Management, so it remains effective in eliminating hazards and reducing risks, measured by performance monitoring and involvement of our team to identify improvement opportunities to prevent incidents.
- Provision of adequate resources, such as competent responsible employees and suitably maintained equipment, supported by Health and Safety advisors and Occupational Health resources that ensure the governance of, and compliance to, company and regulatory standards.
- Effective risk assessment, management, and safe systems of work, communicated to all relevant parties, including robust incident investigation and root cause identification.
- Involvement of employees, their representatives, our suppliers, clients, and other interested parties, to identify needs and requirements, ensure adequate planning, responsibilities and authorities, legal obligations, objectives, resource requirements, best practices, and improvement options.
- A positive culture for employees, increasing their awareness and promoting ownership of Health and Safety through communication, active participation, and the provision of suitable and adequate training.
- The involvement and engagement of employees and other sources of best practice to identify opportunities for improving the health, safety and wellbeing of interested parties impacted by our operations.
- The Management of Occupational Health and Safety is monitored, measured continually and frequently reviewed by the Leadership Team to ensure it performs effectively and within the framework required to set performance targets that align with the Company's wider objectives.

Our policy is communicated to, and extends to, all persons working for or on behalf of the Company and is readily available via our website, company intranet and to other interested parties on request.

As Managing Director, I accept responsibility for company Health and Safety, and the Operations Director is responsible for supporting and promoting our commitments and ensuring their effective implementation.

Authorised by:


Cailean Forrester (Aug 25, 2025 18:15:59 GMT+1)

Name: Cailean Forrester

Title: Managing Director

Date:

25/08/2025

(Review period is within 12 months)

Health & Safety Policy Statement

Final Audit Report

2025-08-25

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