

## **POLICY STATEMENT**

The Company believes that the effective management of health and safety is an essential element within its overall business plan. An effective and practical health and safety ethos is reflected in high productivity and quality standards.

The Company engages the services of Rhino Safety Limited, an external health and safety consultancy, to provide expert advice, support and guidance. This demonstrates the Company's commitment to the continuous monitoring and improvement of health, safety and welfare in our workplace, with a view to achieving high standards and best working practices.

We recognise that our employees are our most important asset and we are wholly committed to protecting their health, safety and welfare in our workplace at all times. The Company will also safeguard any other people who may be affected by our work activities.

We recognise that from an economic viewpoint, early prevention is not only better, it is also more cost effective than a later cure. There is no conflict between profit and safety considerations, they go hand in hand. High health and safety standards make sound commercial sense. Health and safety is never compromised for any other objectives.

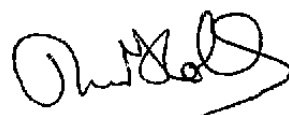
We are committed to full compliance with all health and safety legislation. Whenever it is reasonably practicable and appropriate, we will strive to set standards beyond our statutory obligations. We will monitor and review our processes and procedures on an ongoing basis, in order that potential improvements in our health and safety standards can be recognised and implemented.

### **Our intentions:**

- To identify, assess and proactively manage the health, safety and welfare hazards and risks that are associated with our business and to ensure that all our employees (and any other person who may be affected by our work activities) are aware of and understand those hazards, risks and control measures. Hazards and risks will be prevented, reduced or controlled to an acceptable level to ensure the potential for incidents and accidents is minimised.
- To require any sub-contractors or other person working in our workplace to prove their health and safety competence and also require them to identify, assess, manage and communicate any health and safety hazards and risks associated with their work that may impact on our work activities.
- To actively involve our employees in consultation on matters affecting health, safety and welfare and to promote and demonstrate open and transparent communication.
- To provide our employees with the appropriate information, education and supervision to ensure that they are competent in their duties.
- To provide and maintain safe resources and equipment and provide adequate and effective control measures to identify, assess and manage the health and safety risks related to our work activities, our resources and our equipment.
- To do everything that is reasonably practicable to prevent incidents, accidents and instances of work-related illnesses, including by providing training and education to employees where appropriate.
- To review and (where appropriate) revise this Policy and Manual regularly and to assess its ongoing effectiveness.
- Ultimately to maintain a safe and healthy working workplace and environment.

*Signed on behalf of the Company*

**Name: Trevor Scott**  
**Position: Managing Director**

A handwritten signature in black ink, appearing to read 'Trevor Scott', written over a horizontal dashed line.

**Date: January 2024**