

GROUP HEALTH, SAFETY & WELLBEING POLICY STATEMENT

April 2025

IMS Ref - 2232

The health, safety and wellbeing of all our workforce and those affected by our activities is fundamental to the success of our business.

We promote a health and safety ethos which is fully integrated into our management system and decision-making processes by:

- Providing strong and active leadership
- Providing a safe and healthy working environment
- Identifying hazards, eliminating the risk where reasonably practicable and implementing robust management arrangements to control those risks which remain
- Providing information, instruction, training and supervision to enable the safe performance of all our operations and activities
- Liaising & consulting with our employees on all matters regarding their health, safety and wellbeing
- Maintaining effective systems to enable communication and consultation with our workforce, our suppliers, our subcontractors and other interested parties
- Setting health and safety objectives to ensure our management teams can deliver the highest standards of health and safety throughout our business.

Our workforce must be diligent in taking reasonable care for the health, safety and wellbeing of themselves and of others who may be adversely affected by their actions or neglect. Everyone has an individual responsibility to challenge unsafe practices, report unsafe conditions and comply with all health and safety requirements.

We regard compliance with health and safety legislation as the minimum standard to be achieved. We will promote best practice throughout our operations with the aim of continually improving our health and safety performance by the provision of adequate resources.

We are committed to preventing injuries and the protection of health and wellbeing by driving improvements, creating innovation and challenging conventional views and practices.

We will bring this policy to the attention of our employees, all businesses within the Group, our supply chain partners and other interested parties, as collectively their support and professionalism is essential in making it truly effective.



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