

## Health, Safety & Welfare Policy

Our Organisation is committed to a policy of effectively managing all aspects of health, wellbeing, safety and welfare at work, we strive to prevent harm, ill health or injury to any employee or person working for us or working on our behalf, or to any other person that may be affected by our operations either directly or indirectly. Elimination of hazards and risk reduction is key to this achievement.

This commitment extends to all workplaces, employees and others affected by our operations. The company operates a Health and Safety Management System that satisfies requirements of HSG 65 & ISO 45001 2018.

We recognise that achieving high standards of health and safety is an integral part of the business performance and, whilst all statutory provisions will be complied with as a minimum, the Company will take all reasonably practicable means to ensure continual improvement in health and safety performance by establishing appropriate objectives and improvement programmes.

The Managing Director has overall responsibility for health, wellbeing, safety and welfare and will ensure that such resources, facilities, finances, information, instruction, training and supervision are provided as is necessary to maintain a positive health and safety culture and performance.

Senior Management is responsible for the implementation of this policy and for ensuring risks to the health and safety of all are assessed and safe systems of work devised. Health and safety responsibilities have been defined for all personnel and are contained within the Company Organisation, Roles & Responsibility and Arrangement documents.

All employees and contractors are expected to co-operate with the implementation of this Policy and will ensure their own work, so far as is reasonably practicable, is carried out with minimum risk to themselves or others. Participation and Consultation with staff and operatives will be structured to ensure feedback is encouraged to continually improve safe systems of work.

The Policy will be displayed prominently at all workplaces. The organisation and implementation of the Policy will also be available at all workplaces for reference by any employee as required.

The Health, Safety and Welfare Policy is continually being monitored and developed and will be formally reviewed annually, or at other times as required by statutory or regulatory change, work practices, other significant change or influence and finally improvement.

Signing this Policy is demonstration of commitment to its objective. It is the responsibility of the following individuals to ensure communication, understanding and implementation by all employee's, sub contractors, contractors under their control or influence.

No employee will be adversely affected by refusing to work on grounds of justifiable safety concerns.

Signed Jerome Mathias



02.04.2026

(Managing Director)

Review period: 12 Months