

The Company is committed to providing excellent employee welfare to achieve a safe, healthy workplace for all of its employees. The company continually seeks to identify and eliminate hazards for employees, contractors and visitors in order to reduce the risk of work based accidents, injuries, ill health and incidents so far as is reasonably practicable.

The Company operates a robust Health and Safety system within the scope of its BMS and accreditation to the international standard BS ISO45001:2018.

The maintenance and improvement of Health and Safety will be achieved through:

- The maintenance of the Business Management System which sets health and safety objectives that are appropriate to the nature, scale and legal requirement of all the organisation's hazards, risks and impacts.
- Health and safety arrangements and responsibilities laid out within the Business Management System.
- Conducting risk assessments, the provision and maintenance of plant and equipment, safe systems of work and ensuring the supply and use of the appropriate Personal Protective Equipment (PPE) and Respiratory Protective Equipment specified by these or other processes.
- Providing information, instruction, training and supervision to enable all employees to carry out their duties to avoid hazards and contribute to their health and safety at work.
- A process of continual improvement in management and performance with the aim of achieving positive morale through welfare and the safety culture.
- Consultation with the workforce and promotion of participation in this Health and Safety policy.
- The company's Corporate Social Responsibility (CSR) policy.
- The understanding that all employees have the responsibility:
  - For their own and other staff member's health and safety.
  - To perform their tasks safely by following the established safe working practices.
  - For the correct use of PPE/RPE or control measures.
  - For reporting, or correcting where safe to do so, any unsafe conditions, acts or practices.

This policy shall be:

- Communicated to all persons working for or on behalf of the organisation to ensure that they are made aware of their obligations.
- Made available to the public and interested parties on request and is published on the company website.
- Reviewed periodically to ensure that it remains relevant to the objectives of the organisation.

Signed:



Danny Macfarlane  
Managing Director

Date: 5<sup>th</sup> January 2026