**Relating to the Health and Safety at Work Act 1974 and associated legislation.**

## Health and Safety Policy Statement

We are committed to the promotion of a safety culture, the elimination of hazards and the reduction of OH&S risks, the prevention of injury and ill health and providing a safe and healthy working environment for our employees and others who may be affected by our activities.

This includes a commitment to fulfilling legal and other requirements and to achieving the highest levels of health and safety performance through continual improvement.

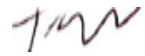
Health and safety is an integral part of our business and has equal status to other aspects of business performance. Appropriate financial and physical resources will therefore be provided to implement this policy.

We recognise that successful health and safety management can only be achieved with the support and commitment of our employees. All employees and key subcontractors will be actively encouraged to take ownership of health and safety and empowered to assist in decision making through the consultation and participation of workers and worker representatives. All employees and contractors will be made aware of their Health and Safety obligations and compliance with this policy is a condition of employment. We will ensure that this policy is documented, implemented, and maintained, and communicated and understood at all levels throughout the organisation.

Responsibilities for health and safety are defined in our Health and Safety Management System which conforms to the requirements of ISO 45001. The day-to-day management of health and safety is a responsibility of managers at all levels but overall responsibility rests with the Managing Director. To assist with the implementation of our health and safety management system, professional external advice will also be obtained where necessary.

To facilitate continuous improvements in health and safety standards we will identify specific health and safety objectives. A programme for the objectives will be outlined with timescales and responsibilities. Progress towards the objectives will be closely monitored.

Periodic auditing of our Health and Safety Management System will be undertaken to ensure its continued suitability and effectiveness and we will review this policy at least annually and revise it as often as is appropriate.
This policy will be made available upon request to all interested parties.

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|---|---|---|---|
| Name | Jordan Connachie | Signature |  |
| Position | Managing Director | Date | 19/01/2026 |

As Nominated Director I will:

- Commit resources to implement this policy.
- Set targets to reduce incidents and injuries, and regularly review performance against targets.

Progress against these aims will be monitored through regular management meetings to ensure that they remain relevant and appropriate to the business.
The policy will be reviewed annually as a minimum to ensure that the highest possible standards are maintained.

**Date: 31/01/2026 - Review Date: 31/01/2027**