

## HEALTH & SAFETY STATEMENT

1<sup>ST</sup> April 2024

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We are fully committed to continuous health and safety improvement across all areas of the Group and understand that it is the way we work and behave that protects our Employees, customers, and other stakeholders.

We demonstrate this commitment through active leadership, promoting best practise and by setting specific and measurable goals and targets each year. Our performance against these targets will be reviewed and reported upon regularly and we will ensure that adequate resource is provided to enable their achievement and ensure the effective management of risk within the Group.

Our organisational structure defines individual safety responsibilities and duties to ensure that we provide and maintain safe and healthy working conditions, equipment, and systems of work for all our Employees.

We will provide sufficient information, training, and supervision to ensure that all Employees and stakeholders have the competence, understanding and awareness to work safely and at minimum risk and we will set Health and Safety Objectives for all Employees in key roles.

We will keep up to date with changes in legislation and will endeavour to comply with all of our legal obligations across all areas of the Group.

We will engage in and expect open communication between all Employees and stakeholders. There will be regular formal and informal consultation on safety matters and all Employees must have the clear opportunity to raise safety concerns.

All employees are expected and encouraged to fulfil their responsibilities with the aim of developing an active health and safety culture throughout the Group.

This policy has been approved by the board for the financial year to the end of January 2025 and will be reviewed annually.



Andrew Ronnie  
Group Chief Executive Officer