

Health and Safety Policy Statement

We safeguard the health, safety and welfare of all our staff while at work, and provide so far as is reasonably practicable a working environment which is safe and without risk to health. This policy is accomplished by:

- applying a risk based approach to setting health and safety objectives which are Specific, Measurable, Achievable, Realistic and Time scaled as part of our overall business strategy;
- providing all of our staff with relevant training, instruction and information, giving them the competence to discharge their personal responsibilities in a safe, reliable and professional manner;
- providing workplaces, plant, equipment, materials, substances and systems of work that contribute towards a safe and healthy environment for our staff, suppliers and visitors;
- promoting a safety culture within the Company by securing the commitment and co-operation of our staff through an effective two-way communication and participation strategy;
- auditing, monitoring and reviewing the effectiveness of this policy and implementing improvements where required;
- supporting a staff member's right to refuse to work on the grounds of safety and that such refusal would not be considered by the Company as cause for disciplinary action; and
- advising our staff of the danger of working excessive hours and their responsibility to comply with any fatigue management system relevant to the work being undertaken.

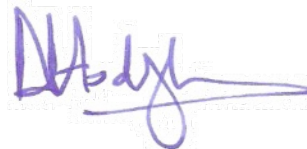
The Company's Directors are fully committed to this policy and will ensure that adequate resources are made available for its implementation. It is the responsibility of all staff, sub-consultants and sub-contractors to cooperate fully with this Policy to ensure that risk to health and safety of everyone who comes into contact with our operations is as low as is reasonably practicable.

The allocation of duties for health and safety matters and the particular procedures that the Company has adopted to implement this Policy are set out within the Quality Management System.

Signed:

A handwritten signature in blue ink, appearing to read 'N Hewson'.

Nigel R Hewson
Director

A handwritten signature in blue ink, appearing to read 'A Hodgkinson'.

Andrew P Hodgkinson
Director

Date: 05 January 2026