

As a Company, we care:

- About the health, safety and welfare of all our employees.
- About the health, safety and welfare of anybody who may be affected by our operations whether they be our customers, suppliers, contractors, visitors or members of the public.
- About the impact that our operations may have on the environment.

Our desire is to employ the same commitment, tenacity, innovation and expertise that is prevalent throughout the business to all health, safety and environmental matters - We will succeed!

Legal compliance and industry standards will be the absolute minimum accepted standards and to help us exceed, the Health, Safety and Environmental management system is written to the standards of ISO 45001 and ISO 14001 respectively.

This mindset of continuous improvement is evident in the organisational Key Performance Indicators, objectives and targets set out for each subsidiary and/or branch.

We will ensure:

- A safe working environment with good welfare facilities.
- We notify you of and effectively control any hazards associated with your work.
- Plant, machinery and work equipment is safe and without risk to health or safety.
- Systems of work that minimise the risks of personal injury, property or environmental damage.
- Effective arrangements for the safe use, handling, storage and transporting of products and substances whilst minimising the environmental impact.
- That we provide you with the necessary information, instruction, training and supervision that is required to keep everyone safe (whether employees or not).
- To consult and communicate with you regarding health, safety and environmental matters.
- To audit and monitor the compliance and effectiveness of all policies, procedures and working practices.
- That we arrange access to competent advice on Health, Safety and Environmental matters to assist in applying the provisions of health, safety and environmental law and industry best practices.
- That we provide information, advice, facilities and products to promote the economic minimisation of energy use, waste produced, fuel usage and water consumption.

Please ensure that you will employ your commitment, tenacity, innovation and expertise to keep everyone safe and protect the environment. If you do, we will succeed!

Signature:

Date: 24/01/2026

A handwritten signature in blue ink, appearing to read "Shepherd", is written over a light blue rectangular background.

Position: Group Managing Director

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