

Health & Safety Policy Statement

The Company recognises that effective management of health and safety is an integral part of good business practice, contributing to the protection of people, efficient operations, and the quality of our products and services.

We are committed to providing a safe and healthy working environment for all employees, contractors, and visitors. This includes the prevention of work-related injury and ill health, and the continual improvement of our occupational health and safety management system.

Our Health and Safety Management System is aligned with the principles of ISO 45001, ensuring a structured approach to managing risks, meeting legal and other requirements, and enhancing overall performance.

We are committed to the consultation and participation of workers and, where applicable, worker representatives in the development, implementation, and continual improvement of our health and safety arrangements.

Clear roles, responsibilities, and arrangements are established to support the effective implementation of this policy.

The company will:

- Provide and maintain safe systems of work, safe workplaces, and safe equipment to reduce the risk of injury, ill health, and property damage.
- Identify hazards and eliminate or reduce occupational health and safety risks.
- Comply with all applicable legal requirements, codes of practice, and other relevant obligations.
- Ensure employees are aware of their responsibilities and are competent to carry out their work safely.
- Provide appropriate information, instruction, training, and supervision.
- Consult with workers and their representatives and encourage active participation in health and safety matters.
- Maintain effective emergency arrangements, including fire prevention, firefighting, and evacuation procedures.
- Carry out regular inspections and ensure that health and safety procedures are implemented and followed.
- Undertake and regularly review risk assessments and communicate relevant findings to employees.

- Provide appropriate welfare facilities and, where necessary, access to occupational health support.
- Monitor performance and continually improve health and safety standards and practices.
- Review and update this policy as required and communicate any changes to employees, contractors, and visitors.

This policy is communicated to all persons working for or on behalf of the Company and is available to interested parties upon request.

For and on behalf of the Board of Directors, East Riding Sacks Limited.