

## HEALTH & SAFETY POLICY STATEMENT

This statement of company policy with regard to health and safety at work has been created after participation and consultation with employees in accordance with the requirements of the Health & Safety at Work etc., Act: 1974, Section 2(3).

### STATEMENT OF COMPANY POLICY:

The Board of Directors regard the promotion and management of health and safety to be the highest priority for all our employees at all levels, regardless of seniority.

Barclay & Mathieson Limited is committed to maintaining the highest standards of occupational health and safety, and environmental management.

The Company is committed to providing a safe and healthy working environment for employees, subcontractors, customers, and visitors. Further, this commitment extends to ensuring that our activities do not place other stakeholders or members of the public at risk.

We believe that people are our most important asset, and that their health and safety is our greatest responsibility. We will train our managers, supervisors, and employees so that they become accountable for ensuring a safe working environment without injury or incidents. In addition, The Company aims to create a safety-first culture by:

- seeking continual improvement in our Occupational Health and Safety performance by setting targets and monitoring progress
- formally identify, assess, and reduce or eliminate risks from all types of work activities that may result in personal injury or illness, damage to property, fire, or security breaches
- provide instruction and training to management, employees, contractors, customers, and visitors in order to increase understanding of any workplace hazards that they may encounter
- involve individuals in planning and implementing occupational health and safety standards and consult with them on methods to recognise, evaluate, and control workplace hazards.
- provide employees with information on occupational healthcare and promote good health
- comply with all applicable laws, regulations, and codes of practice as a minimum
- strengthen our business by making health and safety issues an integral part of our business activities.
- Encourage our employees to report any actions or situations where they feel appropriate remedial action should be taken.

It is the policy of the company to do all that is reasonably practicable to prevent injury to persons, damage to plant, equipment, or property, and to protect everyone from potential hazards. The company will monitor and update its procedures to meet and/or exceed current requirements on health and safety matters by means of the appointment of a competent person(s) and observe relevant statutes, regulations, and codes of practice as an absolute minimum.

The company shall, through its training policy, ensure that employees are instructed in health and safety procedures and fire precautions. In addition, training will be given in the safe use of equipment on our premises.

This policy is supported by a series of arrangements for managing the risks and hazards that are encountered in the workplace. Standards, guidance, and procedures for safe working and for dealing with specific risks will be made available and our locations will be formally benchmarked against internal and external requirements annually.

**Signed:**



**Date:**

**January 22<sup>nd</sup>, 2025**

**Christophe Cluzel (COO)**

**Doc No.: B&M (H&S) 002**