

Russell Cawberry Limited is committed to developing a positive and proactive safety culture, through training and communication, whereby the avoidance of accidents and the promotion of safe and healthy workplaces are common objectives shared with our clients, contractors, suppliers and partners in all our undertakings and the communities in which we operate.

This Statement forms the basis of the Russell Cawberry Limited Policy concerning Health & Safety issues.

Russell Cawberry Limited considers the management of Health and Safety matters to be an integral part of the management of its business. Therefore, so far as is reasonably practicable, we undertake to protect the health & safety of all persons involved with, or affected by, our activities.

In support of this, the Board of Directors of Russell Cawberry Limited will:

- Endeavoured to establish a Health and Safety management system based upon the Nationally accepted standard, (HSG65);
- Appointed a Health & Safety Manager to co-ordinate all matters relating to Health and Safety and to promote the implementation of, and review compliance with this policy.

The Health & Safety Manager will report directly to the Managing Director and will assist in projecting the image of the Company in fields of Health and Safety with outside policy making and enforcement bodies.

In order to implement this, Russell Cawberry Limited will:

- Ensure implementation through a process of continuous improvement by all members of staff;
- Address Health and Safety issues as an agenda item at Board Meetings;
- Comply with all applicable legislation, relevant standards and practices as well as working with our clients and regulatory bodies to raise standards within the industry;
- Consider Health and Safety issues when making business decisions, to ensure that at all times Health and Safety takes priority over production and profit;
- Provide support and resources to ensure our Health and Safety performance meets contemporary requirements and our operations are run in a manner acceptable to local communities;
- Ensure that the Company's formal Health and Safety Policy and Procedures are communicated to all employees;
- Establish Health and Safety training programmes to ensure all employees are made aware of and understand their responsibilities.

Accordingly, we require all employees and contractors to conduct their duties in a manner compatible with our objectives and, compliant with current legislation, conduct their operations on sites to their best practises and standards, follow and respect all parties information and directions to ensure safe delivery of the works, in doing so reflect the individual and corporate professionalism that is the keystone of our continuing success as a company.

The effectiveness of this Policy will be monitored by the Managing Director, in liaison with the Health & Safety Manager and reviewed on a regular basis and updated and re-issued as appropriate.



Pierce Ryan

Position
Managing Director

Date
1st January 2026