

## Health and Safety Policy Statement

Rutpen Ltd.'s highest priority is to ensure we cause no harm to any person we interact with, be that employee, contractor or a member of the public.

As such our commitment is to ensure Health, Safety and Welfare sits at the core of how we do business.

Through our actions we aspire to achieve the Triple Zero approach.

<p><b>Zero incidents</b> Risks are reported and managed to ensure we can work in an incident free environment.</p>	<p><b>Zero harm</b> No one suffers with chronic illness or injury as we provide a healthy working environment.</p>	<p><b>Zero compromise</b> Everyone is empowered and supported to challenge any unsafe situation.</p>
--	--	--

Our colleagues demonstrate this commitment daily, through their actions and behaviour, and we expect our contractors and suppliers to support our commitment.

We ensure our commitment to reach triple Zero through the below actions.

- **Leadership.** The directors ensure all necessary and reasonable resource is provided. Investment is prioritised to improve our assets and remove risks in the workplace.
- **Reporting.** We highlight risks to our business and employees through a robust Hazard report and Risk Assessment process, this is regularly monitored and interrogated with controls put in place to reduce risks to safe levels.
- **Improvement.** We guarantee our commitment to continual improvement by considering technological advances and by following the latest guidance and legislation from leading H&S bodies.
- **Communication** We provide all our employees and contractors with regular updates on H&S performance through training and regular communications.
- **Competence.** We are fully committed to ensuring that all persons working for us have the competence to carry out their duties responsibly, effectively and safely.
- **Engagement.** We are all responsible for Health and Safety and we make sure that everyone is fully aware of those responsibilities during our training sessions. We operate a true open-door policy for the reporting of H&S concerns, this includes a commitment to a no-blame culture.
- **Performance.** We develop and update our company H&S IMS (Information management system) in line with our accreditations to ISO45001. We have regular internal audits to ensure ongoing improvement. We investigate and learn lessons from incidents to prevent recurrence.
- **Safe Workplaces.** We ensure the correct equipment is provided in good condition and always consider H&S improvements when replacing or updating.
- **Health and Wellbeing.** We value our colleagues and provide a safe place for them to discuss their mental and physical health. We provide support to eliminate long term illness.

Agreed and signed by Rutpen Management team 30/11/21