



This policy is produced in pursuant of I & H Brown's obligations under section 2(3) of the Health and Safety at Work Act 1974.

The Company will implement management systems to ensure we comply with health and safety legislation. In order to fulfil these requirements, the Company has achieved and will maintain certification to ISO 45001:2018

The Company will ensure that all reasonable and practicable steps are taken to ensure the health and safety of its employees, the general public and any other person who may be affected by its activities.

Health and Safety objectives for the Company will be set and reviewed during the Annual Management Review Meeting. The Company will strive to achieve compliance with these objectives and will monitor the effectiveness of the Company's Safety Management System in achieving these objectives through regular audits and management reviews.

All employees must abide by the Company's policy and the organisation's arrangements for implementing that policy and must accept and carry out their individual responsibilities to ensure work is carried out in a safe manner. The Company will ensure all employees and all persons working under their control are made aware that, in the event of any conflict between the demands of work and safety, that they will receive the support of management if they reasonably choose the safety of employees or third parties as the priority.

All Management and Supervisory staff who authorise work to be carried out must ensure that all statutory obligations are adhered to at all times and that all factors with regard to health and safety are taken into consideration when formulating their instructions.

Information is provided in the form of the SHEQ Management Manual, which will be reviewed and updated to take into account any new legislation, Codes of Practice etc, which may become applicable. The Company will provide the necessary training and relevant information for their employees to minimise and reduce risks to their health and safety, which may arise out of their work, work place or their behaviour.

The Company will ensure that facilities exist for effective consultation on matters of Health and Safety between Management and Employee's Representatives in its efforts to control and reduce accidents and unsafe or unhealthy conditions.

The Company will ensure the consultation and participation of workers in the development, implementation and continual improvement of the Occupational Health and Safety Management System. Employees are encouraged to contribute to health and safety initiatives, raise concerns, report hazards and participate in the identification of opportunities to improve health and safety performance.

The Health and Safety at Work Act, all associated statutory legislation, and any works safety rules or procedures must be complied with at all times and all employees must contribute to making the Company's work areas as safe as possible. The policy may be adapted as necessary to ensure compliance with any laws, regulations etc, in the Company or area in which the work is being carried out, but any such adaptation should not distract from the stated objectives and principles of the Company's Occupational Health and Safety Policy.

The Company have a commitment to eliminate hazards and reduce OH&S risks, to provide safe and healthy working conditions for the prevention of work-related injury and ill health and to continually improve the health and safety performance. The Company will provide all appropriate equipment, plant and PPE and ensure that such equipment is correctly used, duly maintained and safely stored. The Company will also carry out occupational health monitoring on a regular basis.



Information on all aspects of the Company policy in respect of any legal requirements can be obtained from the SHEQ Department.

The Board of Directors will give their full support and will make available adequate financial resources to all those who endeavour to implement and carry out the Company policy.

To maintain best working practices the Company reviews this policy when necessary to reflect changes in legislation and industry standards and all Company policies are reviewed by the Board of Directors annually in June each year.

**J SCOTT BROWN**  
**MANAGING DIRECTOR**

**Date: June 2026**