

Occupational health, safety, and wellbeing policy statement

We recognise that the health, safety, and wellbeing of our people and those who work with us is important, and in order to prevent injury or ill health we are committed to providing and maintaining the following:

- + safe, healthy, and supportive working conditions including consultation and participation of our people and those we work with and other representatives where applicable
- + Living Wage employer status
- + good working conditions by ensuring our employees have adequate wages, working hours and work-life balance
- + private healthcare, gym membership and other benefits offered to 100% of employees
- + a supportive workplace culture where healthy lifestyle choices are valued and encouraged
- + certified First Aiders and Mental Health First Aiders in each of our offices
- + safety equipment
- + safe systems of work
- + training including refreshers

To manage this commitment, we operate an independently certified OH&S Management System which meets the requirements of ISO 45001:2018.

Our policy is to provide information, training, and supervision as they need for this purpose. We also accept our responsibility for the health and safety of other people who may be affected by our activities.

We appreciate the importance of maintaining awareness and complying with legal obligations and other requirements relative to health, safety and wellbeing.

Our Health and Safety Management system, through its Management review sees that objectives are set and evaluated at regular intervals and sees that continual improvement is achieved.

The allocation of duties for safety matters and the particular arrangements, which we will make to implement the policy, are set out below.

The policy will be kept up to date, particularly as the business changes in nature and size and will be reviewed every year. This will be done via recording changes in building layout and use, reassessing operating risks and training requirements. We will keep up to date with latest legislation and health and safety practice by subscription to and reference to HSE publications and membership of IOSH.

Adequate resources will be provided to promote understanding of good health, safety and wellbeing practices amongst our people and those who work with us, and we will encourage a responsible attitude towards safe working and healthy choices. We will promote awareness of key health issues including social, physical and emotional wellbeing.

Funding is provided to maintain personal protective equipment, support healthy lifestyle choices, and provide training courses in first aid, fire awareness, fire marshal, manual handling, asbestos awareness, working at height, mental health awareness, CSCS (where applicable) and CSR membership, CDM etc

The Managing Partner, HR and the company's Occupational Health and Safety Management Representative will be responsible for reviewing this policy and for identification and implementation of health and safety training. This policy is available to all employees on the company intranet and is available to interested external parties on our website.

Signed: James Campbell – Managing Partner

Date: 2nd January 2026