

Health and Safety Statement of Intent

Guttridge Limited is committed to ensuring safe and healthy working conditions, aiming to prevent work-related injuries and ill health. We are committed to safeguarding the health, safety and welfare of our employees and all others who may be affected by our operations. Health and safety are fundamental to our business objectives and are embedded in the Company's strategic direction.

In pursuit of this commitment, the Directors, Senior Managers and Leadership Group of Guttridge Limited will, so far as is reasonably practicable, provide and maintain plant, equipment and systems of work that are safe and free from health risks. We will also maintain a working environment that is safe, without risks to health and equipped with adequate facilities and arrangements to support employee welfare.

All members of the management team are responsible for upholding and implementing this policy. They will ensure that employees receive appropriate job training, with special attention to areas requiring specific safety instruction. Management will also support ongoing compliance with relevant legislation, facilitate comprehensive risk assessments, maintain safe systems of work, foster effective communication on health and safety matters and drive continuous improvement.

All employees are expected to take reasonable care for their own health and safety, as well as that of others who may be affected by their actions or omissions at work. Employees must promptly report any hazards that could lead to injury or damage, which they cannot control themselves and cooperate fully with the Company to ensure compliance with statutory health and safety requirements.

Guttridge Limited acknowledges its duty of care to contractors, subcontractors, visitors, and other interested parties. The Company will implement appropriate controls to manage health and safety risks arising from activities involving or impacting these groups.

Adherence to this Occupational Health and Safety Policy and its associated procedures is a condition of employment and forms part of all contractual arrangements with contractors and subcontractors. Non-compliance with health and safety requirements will be treated as a serious matter and may result in disciplinary or contractual action.

This policy is integral to the terms of employment and contractual agreements. It will be communicated, understood and made accessible to everyone working for or on behalf of Guttridge Limited. The policy will be reviewed annually, or whenever significant changes occur, to ensure its ongoing suitability and effectiveness.

On behalf of Guttridge Limited



Steve Wade

General Manager

Date: 26th February 2026