Health and Safety Policy

It is The Horbury Group's policy to do all that is reasonably practicable to provide a safe and healthy working environment for our workers and for those who may be affected by our activities, whilst complying with all relevant legislation and approved codes of practice. This policy is established in accordance with the Health and Safety at Work etc. Act 1974. We recognise that our people are our most valuable asset and that effective health and safety management is fundamental to the success of our business.

This policy applies across The Horbury Group and all subsidiary companies. It applies to all directors, employees, agency workers, contractors, subcontractors and others engaged in, or affected by, our activities. We expect everyone to support the commitments of this policy and contribute to achieving our health and safety objectives.

We are committed to maintaining the highest standards of health and safety in the procurement and use of equipment, materials, services and technologies associated with our activities. The prevention of work-related injury and ill health will always take precedence over financial or productivity considerations. We recognise that effective leadership, planning, risk management and control measures are essential to achieving this objective.

This policy is implemented through compliance with our Safety Management System (SMS), which incorporates legal requirements, competent advice, effective supervision, training, consultation and access to appropriate support. Independently certified to BS EN ISO 45001:2018, our SMS provides the framework for meeting our legal, moral and corporate responsibilities.

We will provide workers with the information, instruction, training and resources necessary to work safely and fulfil their responsibilities. We are committed to meaningful workforce engagement and consultation, ensuring workers can contribute to health and safety improvements, raise concerns and help develop safer ways of working.

We recognise the value of innovation and emerging technologies in improving health, safety and operational performance. We will continue to adopt appropriate digital solutions, including data analytics, automation and artificial intelligence (AI), to enhance risk management, decision-making, communication, learning and safer outcomes. Such technologies will be implemented responsibly and with appropriate oversight.

During the coming year we will continue to promote a positive safety culture through the monitoring, measurement and review of performance, supported by initiatives relevant to our risks and business objectives, including:

- Maintaining compliance with our legal obligations and other applicable requirements.
- Continue the development and adoption of digital solutions that support safer working practices.
- Responsible use of technology, data and AI to improve safety performance.
- Promotion of wellbeing initiatives and the communication of safety alerts, learning and best practice.

All workers are encouraged to actively support these initiatives and contribute to the continual improvement of health, safety and wellbeing throughout the Group. We will support this through effective communication, engagement and recognition of good performance.

Trevor Wragg
Chief Executive
1 September 2026