

This policy statement is provided for Collins Construction Ltd (Collins).

It is the firm intention of the board of Directors at Collins to ensure that safe working conditions are provided for all staff whether directly or indirectly employed. This includes visitors or members of the public affected by what we do so that incidents, accidents and associated injuries are avoided. We will endeavor to achieve this by setting and meeting our OH&S objectives through the implementation and operation of an OH&S management system that complies with the ISO 45001:2018 Standard, and that is subject to periodic review and audit to ensure continuing improvement.

The Company will also, so far as it is reasonably practicable:

- Promote a safety-first working culture within the company at all levels and encourage employee participation and consultation in all safety matters and the discussion of safety, health and welfare matters between management and the workforce.
- Promote a common understanding of both the risks and the control measures required to eliminate or control those risks and enforce the view that the neglect of safety and health requirements will be taken seriously and may lead to disciplinary action.
- Regularly review the H&S Policy to ensure that it remains a working document considering changing legislation, inspection and audit reports, accident and incident reports, new plant, new substances, new working procedures and changes to personnel
- Make available adequate money, time and other resources for the planning, provision and maintenance of safe working conditions and safe systems of work and provide information, training, instruction and supervision as is necessary to ensure the health & safety at work of employees.
- Ensure health & safety considerations are always given priority in planning and day-to-day management of work and ensure all board decisions reflect its health & safety intentions
- Provide and maintain plant & safe working environments that are without risks to health, safety and welfare including access to and egress from any place of work under our control
- Safeguard employees and others from foreseeable hazards connected with work activities, processes and working systems.
- Ensure that when new substances, plant, machinery, equipment, processes or premises are introduced, adequate guidance, instruction, training and supervision is provided for safe methods of work to be developed.
- Train all employees to be aware of their own responsibilities in respect of relevant health and safety matters and ensure they participate in the prevention of accidents and co-operate with measures taken to prevent industrial disease.
- Ensure that contractors undertaking work for the Company are informed of the relevant standards required and are monitored to ensure compliance without detracting from the contractors' legal responsibilities to comply with statutory requirements.
- Promote good health amongst employees and be concerned with the prevention of occupational and non-occupational disorders and diseases.

### RESPONSIBILITIES

- It is the duty of all employees to always comply with the H&S Policy, co-operate with all safety directives, support safety initiatives, act responsibly and do everything they can to prevent injuries to themselves, other employees and the public.
- The Board of Directors has appointed a Compliance Director, Mr Ashraf Ali, and a Lead Health & Safety Advisor, Anna Baker DipNEBOSH CMaPS CertIOSH, both having responsibility for health, safety and welfare. They are assisted by a wider compliance team.
- To assist them, the board of Directors will have in place competent personnel to visit and inspect sites and workplaces and to give assistance and advice on the requirements of the relevant statutory provision and safety matters generally including but not limited to accident investigation, first aid requirements, inspections and audits.

## HEALTH & SAFETY STATEMENT



This policy will be reviewed at least annually, or sooner subject to legislative changes, to verify that it is fit for purpose and in effective operation.

A handwritten signature in black ink, appearing to read "J Warren".

**Jason Warren**  
**Managing Director**  
February 2026

