

Hargreaves Services plc

Health and Safety Policy Statement

Hargreaves Services plc (the Company) recognises that the health, safety and welfare of all our employees, contractors and persons, who may be affected by our activities is a key deliverable and a primary concern of the business.

The Company shall ensure that, within the scope of all its operations, there are health and safety management systems in place that are compliant with all relevant legislation and these management systems are adequately resourced to assure their effectiveness in removing, reducing and controlling risk. It shall ensure these systems are communicated to all employees and any persons who may be affected by those operations, including contractors, stakeholders and, when necessary, the general public.

All Directors and Managers shall demonstrate leadership and assume accountability in all matters of health and safety in order to develop, continually improve and maintain a positive health and safety culture.

Each Division shall have a proactive approach to health and safety management and shall implement management structures to ensure that all employees, supervisors and managers fully understand their roles and responsibilities and work together to accomplish the Company's objectives in a safe and efficient manner.

The health and safety management systems implemented shall be regularly reviewed to identify and assess any relevant risks and hazards that might be associated with the Company's activities. The Company shall ensure that all relevant risks and hazards are communicated to all who may be affected by them and that such risks and hazards are adequately controlled.

Adequate information, training and instruction shall be given to all employees to ensure they are fully competent to carry out their tasks in a safe manner and operations shall be adequately supervised.

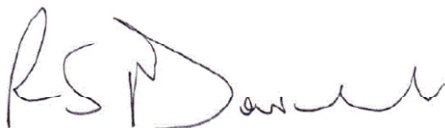
The Company will encourage a culture of communication, cooperation and commitment from all concerned. Reporting procedures shall be implemented that can quickly identify and bring to the attention of the appropriate people, whether operatives, supervisors or managers, any activity or operation that may emanate unacceptable risk and endanger either personnel or plant.

Any accident, incident, near miss or ill health event (physical or mental), shall be fully investigated and recommendations arising from such investigations shall be communicated and implemented as appropriate to avoid a repeat of such events.

All working processes, procedures and systems of work shall be continually monitored, audited and reviewed by all involved to ensure the Company's work activities remain both safe and efficient.

Health and safety management techniques and 'best practice' shall be communicated, discussed, agreed and implemented across all operations, no matter how diverse, to continually monitor and improve the Company's health and safety performance and protect its people and others who may be affected by its undertakings.

All employees shall be required to work safely, and it is an expectation that work, that cannot be delivered in a safe and compliant manner, will stop. All employees shall be empowered with the right to stop tasks that they consider unsafe.



Roger McDowell
Chair
June 2026



Simon Hicks
Chief Executive Officer Designate