

# Health and Safety Policy Statement

Last updated: May 2023

G Stow PLC considers the health, safety and welfare of our employees and others who may be affected by our activities to be of primary importance. The Directors and Senior Management Team take ultimate responsibility for adoption and implementing this policy and strive to ensure each individual within the company also takes responsibility for both themselves and anyone that could be affected by our organisations activities. Our senior management teams will strive to implement standards to the highest possible degree, passing on knowledge to help educate for continuous improvement.

We recognise that safety, health and general wellbeing is as important to long-term strength and stability as other key aspects such as cost management, quality and productivity. All of these elements are closely interrelated and mutually dependent. Consequently, employees' contributions to the continual improvement of the Company's health and safety performance are recognised as being of equal importance to all other aspects of our business performance.

We aim to eliminate all unnecessary and unacceptable risks from the work environment and reduce all remaining risks to an acceptable level. We undertake to equip our employees with the equipment and resources they need to carry out every job safely. This will include any information, instruction, training or supervision necessary. Anyone making work-related decisions must consider the health and safety implications.

**The correct way to do any job is the safe way.**

Whilst meeting UK and European legislative requirements, G Stow PLC will endeavour to surpass the minimal standards of compliance and strive towards achieving exceptional standards of health and safety best practice. We are committed to providing COVID secure premises and sites in G Stow, and will provide all appropriate PPE, training and employee support. We will regularly monitor and comply with Government and PHE guidance.

In order to achieve the above two key objectives we have developed and implemented a proactive Health and Safety Management System, based on the principles of continual development and improvement. We undertake to fully support the implementation and integration of the Health and Safety Management System throughout all aspects of our business and will set health and safety goals and objectives as appropriate, providing adequate financial investment to ensure ultimate safety.

In return, we expect employees at all levels to exceed their minimum legal duties, which are given later in our organisational responsibilities. This includes cooperating and consulting on safety matters and taking care of their own safety, our supply chain, and to be mindful of anyone who may be affected by their actions.

**Health and safety is ultimately everyone's responsibility.**

The policy and the way it has operated will be reviewed annually and more often if the business changes in nature or size. Any revision necessary to improve safety performance will be made and then reported to employees. In addition, we will ensure that the Safety Management System is audited annually, internally and via Achilles and the findings used to further improve our health and safety culture, our behaviours and safety performance.

**There is no aspect of our business so important or urgent that time cannot be taken to do it safely.**

A handwritten signature in blue ink, appearing to read 'Barry Hayward', enclosed in a circular scribble.

**Barry Hayward**

Interim Managing Director