HEALTH AND SAFETY POLICY

1. Policy Statement

1.1. The Company is committed to ensuring the health and safety of our staff and to providing a safe environment for all those attending our premises or affected by our activities, including visitors, contractors working for us, and members of the public that might be directly affected by our work.

1.2. We will meet the requirements of the Health and Safety at Work Act 1974, The Management of Health and Safety at Work Regulations 1999, and other associated relevant legislation, including the relevant parts of The Construction (Design and Management) Regulations 2015.

1.3. We will also refer to other specific guidance in relation to our activities and working environments and, where necessary, employ competent third parties to provide advice.

1.4. We will provide adequate resources to meet our commitments.

1.5. As part of our commitment, and as part of The Company's commitment to continual improvement, we have in place an OHAS management system accredited to ISO45001:2018, and have set an objective of zero accidents.

2. Duties and Responsibilities

2.1.1. This policy document describes the health and safety arrangements within The Company. Operational arrangements, including particular management responsibilities for the various aspects of health and safety within The Company, are set out within the Company's QHSE Procedures Manual. The table of management responsibilities is reproduced at the end of this policy document.

2.2. All employees and others visiting our workplaces have a shared responsibility for health and safety in the workplace and a duty to act in accordance with this policy and the particular requirements at each location. Everyone is responsible for considering the health and safety implications of their acts and/or omissions and for taking reasonable care for their health and safety and that of others.

2.3. In accordance with its health and safety duties, the Company:

2.3.1. Assesses risks to health and safety in the workplace and associated with particular work tasks and, where appropriate, implements control measures to manage risks as far as reasonably practicable. This includes producing and maintaining workplace risk assessments and task specific RAMS, control of vibration, and the safe storage and use of hazardous substances. Employees are provided with all necessary PPE;

2.3.2. seeks to prevent accidents and work related ill health, and conducts regular occupational health screening of employees;

2.3.3. provides all employees with appropriate training, through a mix of in-house and external training providers, and ensures that they are competent to work safely;

2.3.4. has systems in place for carrying out regular maintenance of its plant and equipment, and ensures that all statutory inspections are undertaken;

2.3.5. maintains healthy and safe workplaces, including the provision of welfare facilities, emergency systems and evacuation procedures, and has systems in place for regular tests of those systems and procedures;

2.3.6. provides appropriate first aid equipment and training for employees, and has systems in place for the reporting of accidents, incidents and near misses, including reporting under RIDDOR 2013;

2.3.7. consults with employees on health and safety matters through regular meetings, and has procedures in place for the reporting of any health and safety matters;

2.3.8. regularly reviews procedures and policies, and communicates any changes to employees;

2.3.9. communicates this policy to interested parties, who are expected to follow it wherever practicable;

All employees, and other parties who may be involved with our business activities are expected to fully co-operate with us in all health and safety matters, including any investigations into concerns about breaches of health and safety and any other issues that may have an impact on the safety of the working environment. Serious or repeated breaches of this or other policies will result in disciplinary procedures being implemented as appropriate.

Signed

Dr Lawrence Mockett BSc PhD PGDip FGS

Joint Managing Director

Southern Testing Laboratories

January 2026

SPECIFIC MANAGEMENT RESPONSIBILITIES FOR HEALTH AND SAFETY	
OVERALL RESPONSIBILITY : Dr Lawrence Mockett, Jt Managing Director	
DAY TO DAY RESPONSIBILITY : Julia Warren, QHSE Manager	
APPOINTED COMPETENT PERSON: Alcumus Group Ltd	
PARTICULAR ASPECT	RESPONSIBILITY OF:
Workplace Risk Assessments (by location)	Keeble House: Julia Warren, QHSE Manager. FOC: Peter Sugden, Field Operations Director & Tom Johnstone, Technical Manager. Durkins Road Laboratory: Timon Greenwood, Laboratory Manager Creaton Regional Office: Dr Joe Kelly, Jt Managing Director Hannington Regional Office: Robert Jiagge, Regional Manager
Sitework RAMS	Peter Sugden, Field Operations Director & Tom Johnstone, Technical Manager.
H&S Consultation with employees (by location)	Keeble House: Kate Johnston, Office Administrator. Dr Lawrence Mockett, Jt Managing Director. Julia Warren, QHSE Manager FOC: Peter Sugden, Field Operations Director & Tom Johnstone, Technical Manager. Durkins Road Laboratory: Timon Greenwood, Laboratory Manager Creaton Regional Office: Dr Joe Kelly, Jt Managing Director Hannington Regional Office: Robert Jiagge, Regional Manager
Adverse Events (accidents and incidents, including RIDDOR)	Julia Warren, QHSE Manager
Fire Safety and Emergency Evacuation (by location)	Keeble House: Kate Johnston, Office Administrator FOC: Amy Meeks, Field Operations Senior Administrator Durkins Road Laboratory: Timon Greenwood, Laboratory Manager Creaton Regional Office: Dr Joe Kelly, Jt Managing Director Hannington Regional Office: Robert Jiagge, Regional Manager
Facilities, including welfare provision at company premises	Stuart Pratt, Director
Legionella	Stuart Pratt, Director
Control of asbestos	Julia Warren, QHSE Manager
First Aid coordination (by location)	Senior Engineer. Julia Warren, QHSE Manager. FOC: Peter Sugden, Field Operations Director & Tom Johnstone, Technical Manager. Durkins Road Laboratory: Timon Greenwood, Laboratory Manager Creaton Regional Office: Dr Joe Kelly, Jt Managing Director Robert Jiagge, Regional Manager
Display Screen Equipment (DSE)	Julia Warren, QHSE Manager
Occupational Health Screening	Kate Johnston, Office Administrator
Safety Inductions/Training (by location)	Keeble House: Julia Warren, QHSE Manager FOC: Peter Sugden, Field Operations Director & Tom Johnstone, Technical Manager. Durkins Road Laboratory: Timon Greenwood, Laboratory Manager Creaton Regional Office: Dr Joe Kelly, Jt Managing Director Hannington Regional Office: Robert Jiagge, Regional Manager
Statutory equipment inspections: LOLER, MEWP, Pressure Systems	Tom Johnstone, Technical Manager.
Control of vibration at work	Peter Sugden, Field Operations Director & Tom Johnstone, Technical Manager.
COSHH	Timon Greenwood, Laboratory Manager
Site specific jobs where STL is Principal Contractor	Site supervisor will be appointed H&S representative