



Health & Safety Policy Statement

Policy Statement

It is the policy of Shire Controls Ltd to comply fully with the requirements of the Health and Safety at Work etc. Act 1974, including all relevant regulations such as the Management of Health and Safety at Work Regulations 1999, the Control of Substances Hazardous to Health Regulations 2002 (COSHH), and the Workplace (Health, Safety and Welfare) Regulations 1992, as well as codes of practice approved under the Act.

The Company seeks cooperation through consultation with all employees to enable compliance with such requirements and to foster a culture of shared responsibility.

It is also our policy to establish and maintain systems, disciplines, and practices to ensure the health, safety, and welfare of all employees and visitors potentially affected by our activities.

Implementation

Through application of our policy document 'Health & Safety arrangements and procedures **231130 Shire Controls HSPMv2.**', our aim is to achieve a workplace free of accidents and ill health while continuously improving our resilience to environmental and climate-related disruptions.

To implement this policy, Shire Controls Ltd will:

- Provide and maintain safe plant and equipment, safe systems of work, and a healthy working environment including safe routes to and from the workplace.
- Establish safe methods for the use, handling, storage, and transport of articles and substances.
- Provide relevant safety information, instruction, training, and supervision to ensure all employees are competent in their tasks.
- Conduct suitable and sufficient risk assessments, with effective controls for risks to employees and non-employees arising from work activities.
- Recognise and assess the impact of climate-related events (e.g. extreme heat, cold, or transport disruption) and integrate appropriate adjustments into health, safety, and business continuity planning.
- Monitor and maintain indoor air quality, heating, and ventilation, especially during temperature extremes.
- Ensure continuity of safe workplace access during climate-related incidents such as flooding or snow.
- Regularly review the policy and procedures through internal audits and evaluations to ensure effectiveness.
- Provide ongoing refresher training and awareness, including for climate-related health and safety risks.
- Engage employees via safety representatives, health and safety committees, and structured consultation in accordance with relevant legislation.

Responsibilities

Each individual employee has a duty to take reasonable care of their own health and safety and that of others who may be affected by their actions or omissions at work. All employees must cooperate fully with the company in implementing practices and procedures designed to maintain a safe workplace.

Support for mental wellbeing will also be promoted, especially during climate-related disruptions.

Review

This Health and Safety Policy will be reviewed regularly to ensure it remains aligned with current legislation, best practices, and emerging environmental risks.

Signed:

A handwritten signature in black ink, appearing to be "Greg Gardiner".

Date.

20th April 2026

Greg Gardiner
Director