

HEALTH, SAFETY AND WELFARE GENERAL POLICY STATEMENT

Richardson Roofing Company Limited Richardson Facades Ltd Richardson Envelope Ltd Richardson Traditional Ltd

This statement recognizes Richardson's obligations under the Health and Safety at Work Act and the Company undertakes, in the conduct of its activities, to ensure that it will:

- Protect the health, safety and welfare of its employees and others who may be affected by its activities.
- Limit adverse effects on and adjacent to the area in which those activities are carried out.
- Meet its responsibilities, as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.
- Strive for continual improvement with regard to HS&E.

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

- Provide and maintain safe working environments that are without risks to health, safety and welfare.
- Set standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, contractors, visitors and the public.
- 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 are 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.

- Co-operate with appropriate authorities and technical organisations to ensure policies are updated and Standards reviewed to reflect best practice.
- Undertake inspection, audit and review activities to ensure the Company's objectives for health, safety and welfare are being met.

Application

- This Policy, supported by Instructions, Procedures and Organisational Arrangements, is to be applied to all activities carried out by the Company.
- The Policy must be enforced by all Directors, Managers, Supervisors and Foremen and be observed by all employees.

Responsibilities

- The responsibilities for determining the Company's policies on health, safety and welfare matters including revision of this Policy, lies with the Directors of Richardson.
- The Health and Safety Advisor is directly responsible to the Board of Directors as having particular responsibility for health, safety and welfare. In the event of difficulties arising from the implementation of this Policy, reference must be made to the Health and Safety Advisor.
- Each employee shall recognise personal responsibility for observing the Company's Safety Policy, Instructions and Procedures, and should develop interest and enthusiasm in health, safety and welfare issues.
- The implementation of this Policy will be undertaken by the Managers of staff of the Company supported by the Appointed Safety Adviser who will monitor compliance with the requirements and give advice on health, safety and welfare matters generally.

The Appointed Safety Director for the Company is Mr Edmond Disha

Signed:

Edmond Disha

Edmond Disha
SHE Director

January 2025