

HEALTH, SAFETY AND WELFARE GENERAL POLICY STATEMENT

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

This Company recognises the obligations of Richardson and its associated businesses (the Company) under the UK's 1974 Health and Safety at Work Act and is committed to compliance with the requirements of ISO 45001:2018. The Company is therefore committed to undertaking the occupational health and safety aspects of its business through a health and safety management system so that it will:

- Protect the health, safety and welfare of its employees, workers, and others who may be affected by its activities.
- Eliminate hazards and – where they cannot be eliminated - reduce occupational health and safety risks
- Limit adverse effects in 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 of health and safety management performance through and of the health and safety management system.

The Company's commitment is, also, so far as is reasonably practicable, to:

- 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 its employees, workers, contractors, visitors and the public.
- Safeguard employees, workers 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 its employees and workers to be aware of their own responsibilities in respect of relevant health and safety matters.
- Consult and communicate with its workers or their representatives including trades union representatives and thereby ensure that they are provided with adequate information and awareness so that they can, and are encouraged, to participate in discussions and agreement on measures to be taken, and to co-operate with the carrying out of measures applied to prevent accidents, incidents, dangerous occurrences and work-related ill-health.
- 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 workers 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, Organisational Arrangements, and other more specific Policies 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 and workers.

Responsibilities

- The responsibilities for determining the Company's policies on health, safety and welfare matters including revision of this Policy, lies with the Board of Richardson, represented by the Managing Director.
- The Health, Safety, Environmental Director appointed is Edmond Disha and is directly responsible to the Managing Director 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, Safety, Environmental Director.
- Each Employee and worker 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 employees and workers of the Company supported by the Health, Safety, Environmental Director, with the assistance of Health and Safety Manager that may be appointed under the supervision of the aforementioned Director and who will monitor compliance with the requirements and give advice on health, safety and welfare matters generally.

This policy and all others that support it will be reviewed at least annually and at any other time as circumstances, requirements and needs dictate and will accordingly be subject to change and re-dissemination.

Signed:

Edmond Disha

Edmond Disha
SHE Director

January 2026