

This policy applies to all companies under Churchill Contract Services Group Holdings Ltd to include the following subsidiaries and trading names:

- Churchill Contract Services (CCS)
- Churchill Contract Services Rail (CCSR)
- Amulet (Churchill Security Solutions) (AMU)
- Churchill Environmental Services (CES)
- Churchill Contract Catering t/a Radish (RAD)
- Churchill Complete Compliance (CCC)
- Churchill Emergency Support Ambulance Services (CESAS)
- Churchill Make Ready Ambulance Services (CMRAS)

The Churchill Contract Services Group Holdings Ltd is committed to operating in a manner that prevents the risk of ill health or injury. To this end, we are committed to continual improvement in OH&S management and performance by developing and maintaining an Integrated Management System that which has an accredited certification to BS OHSAS 18001:2007 and is continually monitored and implemented across all business units. The Churchill Group recognises and acknowledges its obligations under the Health and Safety at Work Act 1974 and associated regulations and as such the company will comply with all legal and other requirements and actively monitor compliance.

The Churchill Group is committed to ensuring the following:

- We support the continual provision for Health and Safety resources across the Churchill Group including; financial contribution, external specialist advice and senior direction.
- Ensuring that risk assessments are undertaken to identify the hazards associated with the Churchill Group undertakings and that appropriate control measures are enforced and communicated.
- Implement safe working practices which will afford protection to visitors, contractors and members of the public from the risks which may arise as a result of the Groups undertakings.
- Maintain a group HSEQ plan providing a framework for setting and reviewing OH&S objectives.
- Provide a safe place of work with safe access and egress.
- Ensure safe arrangements for the use, handling, storage and transport of articles and substances are implemented.
- Provide work equipment that is both safe for use and maintained in accordance with manufacturer's requirements.
- Provide sufficient information, instruction, training and supervision to enable staff to avoid hazards and ill health
- Ensure on going and effective consultation and communication to enable all staff, visitors and contractors to avoid hazards and contribute towards a positive safety culture within the Group.
- Undertake health surveillance, as and when required.
- Provide adequate arrangements for welfare and first aid facilities at work.
- Introduce a positive safety culture where employees are empowered to raise concerns and suggestions relating to health and safety performance.

We require our employees, and those working on our behalf, to:

- Take reasonable care of their own health and safety and their individual OH&S obligations, and that of others who may be affected by their acts or omissions while at work.
- Not interfere with, misuse or wilfully damage anything provided in the interest of health and safety.
- Refuse to work if they believe health and safety will be compromised.

Group Health & Safety Policy v14

CG-P-20

To ensure that this policy is effective, we will:

- Review to ensure that the policy remains relevant and appropriate to our organisational activities. This is structured to take place annually or where significant changes occur.
- Communicate any resulting changes to employees and others affected.
- Monitor safety performance through effective on-going monitoring and measuring.

Whilst the Managing Director takes responsibility for monitoring the effectiveness of this policy and driving the company to achieve continual improvement in health and safety performance, the successful implementation of this policy requires total commitment from all employees of the business.

This policy will be formally reviewed annually and updated as required.

Signed on behalf of Churchill Contract Services Group Holdings Ltd

A handwritten signature in black ink, appearing to read "J.M. Briggs".

J.M. Briggs, Group Managing Director

Date: December 2018