

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)
- Amulet (Churchill Security Solutions) (AMU)
- Churchill Environmental Services (CES)
- Churchill Contract Catering t/a Radish (RAD)
- Chequers Contract Services Ltd (CHE)
- Chequers Electrical & Building Services Ltd (CEBS)
- JV Price (JVP)
- Renovo Facilities & Services Ltd (RFS)

Churchill Contract Services Group Holdings Ltd is committed to occupational health & safety and operating in a manner that prevents the risk of ill health or injury of its employees and other interested parties. We have established an occupational health & safety (OH&S) management system which has an accredited certification to BS EN ISO45001:2018 and is monitored and updated to ensure we operate in the safest manner. We are committed to comply with the requirements of BS EN ISO45001:2018 and continually improve the effectiveness of the OH&S management system. We recognise and acknowledge our obligations under the Health and Safety at Work Act 1974 and associated regulations and as such will comply with all legal and other applicable compliance requirements. We are committed to ensuring:

- We maintain an occupational health and safety management system appropriate to the context of the organisation which satisfies the requirements of ISO 45001:2018, all applicable statutory and regulatory requirements, industry best practice and all other compliance obligations.
- Support and provision of health and safety management resources across the Churchill Group.
- Eliminate hazards and reduce OH&S risks using the appropriate hierarchy of controls.
- Implement safe working practices which will afford protection to visitors, contractors, members of the public and other interested parties from the risks which may arise as a result of the Groups undertakings.
- Provide a safe working environment including suitable welfare facilities and first aid arrangements.
- 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 ongoing and effective consultation and communication to enable all staff, visitors and contractors to avoid hazards and contribute towards a positive safety culture.
- Consult with and include participation of workers and any associated interested parties in the developments of the OH&S management system.
- Seek to continually improve our OH&S performance and drive innovation within our business operations.

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.

To achieve this we will plan, set and implement specified and measurable OH&S objectives. This will be further supported by the regular review of the effectiveness of the management system via the management review process. The OH&S management system requirements are defined in the documented Integrated Management System and operational manuals, which provide guidance across all areas of the Churchill Group activities.

Whilst the Group CEO 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.



Group Health & Safety Policy v22

CG-P-20

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 be "J. Bradley".

J. Bradley, Group CEO

Date: January 2024