

Group Health & Safety Policy v24

CG-P-20

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)
- Chequers Contract Services Ltd (CHE)
- JV Price Ltd (JVP)
- Gateway Environmental Ltd t/a Vantage (VAN)

Churchill Contract Services Group Holdings Ltd is committed to providing safe and healthy working conditions to prevent work-related injury and ill health to employees and other interested parties, so far as is reasonably practicable.

We have established an Occupational Health & Safety (OH&S) Management System certified to BS EN ISO 45001:2018, which is regularly monitored and updated to ensure we maintain the highest Safety standards. We are committed to complying with the requirements of ISO 45001:2018 and continually improving the effectiveness of our OH&S Management System.

To support these commitments, we will:

- Maintain an effective OH&S Management System appropriate to the context and strategic direction of the organisation and comply with the requirements of ISO 45001:2018, all applicable statutory and regulatory obligations, industry best practice and the needs of relevant interested parties.
- Establish and review measurable Health & Safety objectives that align with this policy and the organisation's strategic goals.
- Monitor and measure Health & Safety performance to ensure intended results are achieved and to support continual improvement.
- Provide adequate resources to achieve and maintain the highest Health and Safety standards, including competent personnel, appropriate training, suitable equipment and necessary financial support.
- Regularly review the OH&S Management System through management review meetings to ensure its ongoing suitability, adequacy, effectiveness and continual improvement.
- Identify hazards and assess risks to control, reduce, and, where reasonably practicable, eliminate physical and psychological hazards to provide safe and healthy working conditions and prevent work-related injury and ill health.
- Implement safe systems of work to protect employees, visitors, contractors, members of the public and others who may be affected by the organisation's activities.
- Provide work equipment that is safe, suitable for its intended purpose, regularly inspected and appropriately maintained.
- Provide sufficient information, instruction, training and supervision to enable employees and others to work safely and to prevent injury and ill health.
- Communicate and consult effectively with employees, visitors and contractors to promote safe behaviours, strengthen our safety culture and learn from incidents, near misses and unsafe acts.
- Encourage worker participation by involving employees and relevant interested parties in the development, implementation and continual improvement of the OH&S Management System.
- Drive continual improvement and innovation across the organisation to enhance Health and Safety performance.

To support the effective management of Health and Safety, we require all employees and those working on our behalf to:

- Take reasonable care of their own Health and Safety and that of others who may be affected by their acts or omissions at work, in line with their individual responsibilities.
- Co-operate with the organisation on Health and Safety matters and comply with all relevant policies, procedures and safe systems of work.
- Not intentionally or recklessly interfere with, misuse or wilfully damage anything provided in the interests of Health and Safety.
- Use work equipment, personal protective equipment and safety devices correctly and report any defects, hazards or unsafe conditions promptly.

- Immediately stop work where there is reason to believe that health and safety may be compromised and report such concerns without fear of reprisal.

To achieve this, we will plan, establish, implement and monitor defined and measurable occupational Health and Safety objectives. Progress against these objectives will be reviewed regularly, alongside the effectiveness of the OH&S Management System, through the formal management review process. The requirements of the OH&S Management System are defined within the documented Integrated Management System Manual and associated divisional Management Manuals.

Overall accountability for the effectiveness of this policy and promoting continual improvement in Occupational Health and Safety performance rests with the Group Chief Executive Officer. However, the successful implementation of this policy depends on the active participation, cooperation and commitment of all employees and those working on behalf of the organisation.

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

Signed on behalf of Churchill Contract Services Group Holdings Ltd



J. Bradley, Group CEO

Date: January 2026