

Health & Safety Policy Statement of Intent

The objective of this policy is to attain and maintain high standards of health and safety performance throughout Powell & Co.

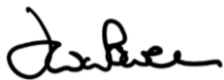
All persons conducting activities under the name of Powell & Co will adhere to this Health & Safety Policy.

Powell & Co will comply with the Health and Safety at Work etc. Act 1974 and Regulations subsequently laid under it and meet the standards required therein.

Hazards will be identified, and the risk of injury, disease or dangerous occurrence will be minimised by the achievement and maintenance of high standards of health and safety. These standards will be achieved, as far as is reasonably practicable, by:

- Demonstrating a visible management commitment to exceed within health and safety performance and the promotion of a positive health and safety culture throughout the Company.
- Providing and maintaining a safe working environment that is without risk to health, together with adequate facilities and arrangements for the welfare of employees.
- Ensuring that the effective maintenance of plant, equipment and systems of work that are safe and without risk to health.
- Making sure and maintaining means of safe access to and egress within the workplace
- Having in place adequate arrangements for the regular assessment of work activities to identify related hazards and to control associated risk.
- Ensuring effective systems are in place to protect employees and other persons affected by Company activities.
- That adequate arrangements to ensure safety and the absence of risks to health in connection with the use, handling, storage and transport of articles and substances.
- Providing such information, instructions, training, and supervision as is necessary to ensure the health and safety of employees of the Company.
- Obtaining the co-operation of employees in enabling statutory & regulatory obligations under health and safety legislation to be met.
- Committing to a process of continual improvement with respect to health and safety management in all areas of the business, with the active engagement and participation of employees and contractors.
- Being a caring employer and promoting mental health & wellbeing awareness as part of day-to-day operations.

Signed



Jason Powell *Director Responsible for Health, Safety & Environmental*

Date **1st December 2025**

Review Date

At least annually or as required following significant changes to the business management system.

Environmental Policy & Statement of Intent

Powell & Co considers environmental management to be of prime importance and is fully committed to fulfilling all environmental responsibilities as well as continuous improvement of environmental performance.

As such Powell & Co will collaborate with clients, contractors, suppliers, and the workforce towards achieving this goal.

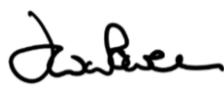
The objective of this policy is to attain and maintain high standards of environmental performance throughout Powell & Co.

All persons conducting activities under the name of Powell & Co will adhere to this Environmental Policy.

It is the Policy of the Company to:

- Understand and comply with all legal requirements, codes of practice and regulations.
- Organise operations to minimise pollution and disturbance to neighbours and the public.
- Help, train and provide information that may be necessary to personnel at all levels.
- Use materials and resources regarding long-term sustainability.
- Employ a consistent framework for the management of environmental issues across all its operations.
- Audit environmental performance to ensure successful management of environmental issues will be achieved by:
 - Identification and management of environmental risks and aspects.
 - Prevention of pollution and Minimisation of waste.
 - Provision of prompt response to incidents and emergencies.
 - Promotion of environmental issues and good practice
 - Reviewing and reporting on the content and implementation of this policy.
- Targeting areas of impact to support an eco-friendly working ethos, working towards improving our environmental performance by reducing our Carbon footprint.

Signed



Jason Powell *Director Responsible for Health, Safety & Environmental*

Date

1st December 2025

Review Date

At least annually or as required following significant changes to the business management system.