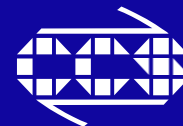


Health, Safety and Wellbeing Policy



CCS Group Ltd (CCS) and its subsidiaries (Cleshar, ITS and GPX) are committed to providing safe and healthy working conditions for the prevention of work related injury and ill health, while promoting positive mental health and wellbeing. The health, safety and wellbeing of our workforce, contractors, apprentices, learners and all those affected by our activities are fundamental to our success. We aim to ensure, so far as is reasonably practicable, that all work activities are planned, managed and undertaken safely. We will provide safe places of work, safe systems of work, suitable equipment and substances, competent supervision, information, instruction, training, occupational health, appropriate welfare and emergency arrangements.

To achieve these commitments, CCS will:

- Provide safe and healthy working conditions for the prevention of work related injury and ill health;
- Commit to an effective risk management process, identifying hazards, eliminating them where reasonably practicable, and reducing risks to as low as reasonably practicable using the hierarchy of control
- Fulfil all applicable legal, regulatory, client and other compliance obligations;
- Ensure work is carried out by competent personnel with appropriate instruction, training, supervision, fitness for work, and effective communication.
- Plan, manage and control work in line with applicable legal, industry and client specific requirements;
- Investigate accidents, incidents and work related ill health to identify root causes, lessons learned, and prevent recurrence;
- Promote behavioural safety by recognising positive safety practices, open and constructive safety conversations, and implementing the 'Safety Matters: Be Safe – Be Healthy – Be Well' programme. Encourage proactive behaviour and reporting through 'See it – Sort it – Report it' near miss/close call process, and empowering the workforce to stop work where they believe there is a risk of harm without fear of blame, so that we can learn and improve.
- Support positive mental health and wellbeing through prevention, early intervention and appropriate support;
- Consult with and facilitate the participation of workers in the continual improvement of health, safety and wellbeing; and
- Establish objectives, monitor performance, and continually improve our health, safety and wellbeing management system.

Our Integrated Management System (IMS) is certified to the ISO 45001 Occupational Health and Safety Management System standard. We are committed to maintaining, continually improving, and reviewing the IMS to ensure it remains suitable, effective, and appropriate to the nature, scale and risks of our activities and responsive to changes in legislation, client and business requirements.

The Joint Managing Directors and the CCS Group Board are responsible for implementing this Policy and providing visible leadership and strategic direction on all Health, Safety and Wellbeing matters. Full commitment is demonstrated through HSQE representation at the board level and the provision of adequate resources, including a competent HSQE team, to maintain and continually improve the IMS, while ensuring arrangements are in place to comply with all applicable legal, regulatory, client, and other requirements.

Members of the Operational Board and all Managers will lead by example, promote a positive, inclusive and fair culture, and ensure Health, Safety and Wellbeing is integrated into planning, design, procurement and day-to-day operations within their areas of responsibility.

All workers are expected to take reasonable care for themselves and others, cooperate with CCS arrangements, follow applicable rules and procedures, and not misuse anything provided for health, safety or welfare.

This policy applies to all CCS Group companies, employees, agency workers, apprentices, learners, contractors, supply chain partners and visitors. We expect everyone working on our behalf to share our commitment to high standards of Health, Safety and Wellbeing.

This Policy will be communicated throughout the Group, made available to interested parties as appropriate, reviewed at least annually, and updated as necessary to ensure its continued suitability and effectiveness. CCS Group Ltd continually strives to deliver the highest reasonably practicable levels of health and safety performance. Nothing is more important than ensuring everyone who works for us, or on our behalf, returns home healthy and safe every day. Achieving this depends on the commitment, participation and accountability of everyone across the Group.

Michael Hesnan

Joint Managing Director

Andy Redican

Joint Managing Director



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