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|  | Health & Safety Policy Statement | | Rev: | 02 |
|  | Date of issue: | 11/09/2025 | Author: | SHEQ |

Tru7 Group* believes that health and safety is a key business function and will not breach any health and safety legislation. Safety is the responsibility of everyone and not just a function of management. A positive behavioural safety culture will be adopted within the organisation and will be actively supported by all levels of senior management.

Tru7 Group will endeavour to identify any hazards or risks within the workplace, including those that could be caused by Third Parties. Where hazards/risks are identified and cannot be eliminated, they will be reduced as far as reasonably practicable. Communication on health and safety matters relating to employees will be deployed by line managers or a respective representative.

To support this statement, the company has set the following aims and objectives which are compliant with the HSE Managing for Health and Safety HS(G) 65 and ISO45001:2018.

- Planning, monitoring and review of the implementation of policy will be carried out to pre-determined standards with continual improvements being expected.
- Tru7 Group will assess the risks to the health and safety of its employees, and anyone else that may be affected by the company activities.
- All Managers have specific duties and responsibilities to comply with this policy and to demonstrate their commitment to continual improvement of health and safety.
- Tru7 Group will ensure that health and safety is an integral part of the management function and performance will be monitored along with other duties.
- Employees have specific responsibilities to take reasonable care of themselves and others who may be affected by their activities and to co-operate with management in achieving the standards required.
- Tru7 Group will devote the necessary resources in the form of finance, equipment, personnel and time to support this policy, including expert assistance from external sources.
- Management will provide and maintain a safe working environment by developing safe systems of work and will ensure that employees are provided with safe equipment and plant for use.
- Management will provide adequate and appropriate information, instruction, training, and supervision to all employees. Suitable support in health and safety matters including first aid and fire precautions will be provided. Incidents, accidents, near misses and dangerous occurrences will be investigated promptly and appropriate steps will be taken to satisfy legal obligations and to prevent a re-occurrence, so far as is reasonably practicable.
- Tru7 Group monitor and control sub-contracted workers for whom it has responsibility. Management will consult with all contractors whose activities affect our health and safety systems.
- Tru7 Group Senior Management Team is committed to consultation and participation of workers, and, where they exist, workers' representatives.

| Revision No | Page No | Description of Change | Entered By | Approved By | Date |
|-------------|---------|-----------------------|------------|-------------|------------|
| 2 | All | Major Review | NJ | AB | 11/09/2025 |

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| Name: | Guy Nicholls CEO | Signed: |  | Date: 11/09/2025 |
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