



SAFETY POLICY

The Management of the companies associated with the shareholders of The Wigley Group Ltd (hereafter the Company) regards the promotion of Occupational Health and Safety measures as a mutual objective for management and employees at all levels. It is therefore this Company's policy to do all that is reasonably practicable to prevent personal injury and ill health and to protect all those that may be affected by the Company's actions from foreseeable work hazards via continual improvement in occupational health and safety management to enhance its performance. The company will also do all that is reasonably practicable to prevent damage to property.

The Company has a responsibility:

- To provide and maintain safe and healthy working conditions for the prevention of work-related injury & ill health by satisfying any applicable legal requirements and other requirements applicable to the Company and its activities which relates to its health and safety hazards.
- To control occupational health and safety risks using the hierarchy of control
- To provide training and instruction to enable employees to perform their work safely and efficiently starting with their induction and continuing throughout their time with the Company
- To make available all necessary safety devices and protective equipment including Fire and
- Emergency equipment and to maintain and supervise its use
- To maintain a constant and continuing interest in health and safety matters applicable to the Company's activities and for its management to set an example in safe behaviour

Employees have a duty to co-operate and support the operation of this Policy:

- By working safely and efficiently
- By adhering to Company procedures for securing a safe workplace
- By meeting statutory obligations
- By reporting incidents that have led or may lead to injury or damage to their line managers and Compliance Team
- By assisting in the investigation of accidents with the objective of introducing measures to prevent a recurrence. The company Occupational Health and Safety Policy will be kept constantly under review and will be modified and updated as circumstances and experiences dictate
- By using the protective equipment that has been issued and is stated as required in risk assessments
- By following method statements, risk assessments and other health and safety documentation and communicating any parts that they do not understand or feel need reviewing
- By setting a positive health and safety example to colleagues and other third parties who may be working alongside them whilst carrying out work activities

Problems in the implementation of this Policy should be addressed in the first instance to the Director of Central Group Operations.

Each director named below has overall responsibility for health and safety issues and identifying training needs within each specific limited company.

The routine monitoring and review of health and safety issues will be undertaken by management in combination with the other specialist external parties, where needed.

Where applicable, management will hold consultation with employees on matters which affect their health & safety, via notice boards, toolbox talks and direct communication.

A full copy of the health and safety policy and supporting procedures is available upon request