

Health and Safety Policy

The Interclass Group of Companies (“Interclass Plc, Interclass Surfacing Ltd, Interclass Construction Services”) are committed to eliminating hazards and reducing risks, thus creating an environment in which no one is harmed as a result of our activities.

Interclass aims to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees while they are at work and that of others who may be affected by our undertakings. With compliance of the Health and Safety at Work Act (1974) and other relevant legislation. We have an effective health and safety management system in place across all of our operations, which defines our practices, controls and procedures.

To ensure the principles of health and safety are clearly understood throughout the organisation, we are committed to:

- Ensuring that there are arrangements put into place for the effective planning, development of this health and safety policy;
- Ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the organisation;
- Protecting the safety and health of all employees by preventing work-relating injuries, ill health, disease and incidents;
- Complying with all relevant health and safety laws and regulations
- Ensuring that employees are consulted and encouraged to participate actively in all elements of health and safety management;
- Continually improving the performance of health and safety management within a quality management framework;
- Providing the necessary information, instruction and training to employees to ensure their competence with respect to health and safety;
- To ensure the health and safety of employees we provide the necessary finance, equipment, personnel and time resources for training. Expert help will be sought where the necessary skills are not available within the organisation;
- Liaising and working with all necessary persons to ensure adequate arrangements are in place to provide for the health and safety of our employees, visitors and others, either at our office premises or work sites.

We will take reasonable steps to implement, monitor and maintain safe plant, substances, equipment, working environments and working practices. We will continuously improve our health and safety management arrangements, in order to protect employees and others from risk to their health, safety and welfare whilst at work.

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We recognise that safety is the responsibility of everyone and is not just a function of management. Employees have specific responsibilities to take reasonable care of themselves and others, that could be affected by their activities and to co-operate to achieve the standards required. Deliberate non-compliance will result in disciplinary procedures.

This policy will be brought to the attention of all employees, supply chain partners and persons working on behalf of the company.

Signed on behalf of The Interclass Group

A handwritten signature in blue ink, appearing to read "C M Watkins".

C M Watkins - Chairman

Date: 5th December 2023

Next review date: 5th December 2024