

Health, Safety & Wellbeing Policy Statement

Health, Safety and Wellbeing is a high priority in the Company. Our objective is to provide a safe and healthy working environment by adopting high standards, ensuring that all potential hazards are identified and assessed, with appropriate controls being implemented to reduce the level of risk.

Our Commitment:

- We are committed to keeping our employees, contractors, visitors and members of the public affected by our operations safe through effective leadership and risk management.
- The business will operate to high standards, to ensure we comply with or exceed legal and other requirements (such as ISO 45001:2018) to which the organisation subscribes.
- Grundon will ensure there is effective consultation and participation with regards to health, safety and wellbeing across the business, utilising the Safety Champions and other forms of communication such as GrunHub.
- We expect all our employees and contractors take personal ownership of health, safety and wellbeing each day.
- The Company is committed to the continual improvement of the management and operational performance of Health, Safety & Wellbeing within the organisation, and it is these commitments that provide a framework from which company, functional and individual objectives are set and reviewed.
- In order to achieve these objectives, the Company is committed to ensuring that adequate resources are made available and that all individuals are made aware of their role, responsibilities, accountabilities and authorities to facilitate an effective Health, Safety and Wellbeing culture.
- Grundon is committed to monitoring and reviewing performance on a regular and ongoing basis to ensure we continue to grow and strengthen our positive organisational culture.

Clayton Sullivan-Webb
Chief Executive Officer

27th January 2026

