

A. F. Blakemore & Son Ltd

Group Health, Safety and Wellbeing Policy Statement

The Board and management of A. F. Blakemore & Son Ltd intend to demonstrate a sustainable and determined commitment to improving health, safety, and wellbeing at work across all areas of its business and subsidiary companies¹.

To achieve our stated aim, we will:

- ✓ Comply with the requirements of health and safety legislation.
- ✓ Take account of the views of our employees and stakeholders when developing and reviewing our policies, procedures, and approach to risks within our business.
- ✓ Assess our occupational health risks, informing our colleagues where such risks affect their work; taking action to prevent, reduce or control occupational health risks to an acceptable level in order to reduce the potential for employee ill health.
- ✓ Develop and implement an employee wellbeing programme to assist in maintaining a healthy and engaged workforce.
- ✓ Take all reasonably practicable steps to eliminate or otherwise reduce to an acceptable level, risks of injury and ill health to employees, customers and others who may be exposed to such hazards.
- ✓ Develop, implement, and maintain management systems that ensure compliance with health and safety legislation and facilitate continual improvement of our health and safety performance.
- ✓ Set clear targets to ensure continual improvement within our management systems and the performance of our undertaking.
- ✓ Provide employees with suitable and sufficient information and training in order that they are competent to carry out their responsibilities in a manner consistent with this Policy.
- ✓ Establish a risk management steering group to support the Main and Divisional Boards to provide organisational direction and facilitate safety performance.
- ✓ Ensure that this policy is effectively communicated to all persons that are employed by or otherwise undertake activities on behalf of The Company.

A copy of this Health, Safety and Wellbeing Policy Statement shall be displayed on the Company's website and on noticeboards at each of the premises occupied by The Company.

This Health, Safety and Wellbeing Policy Statement shall be reviewed annually by the Main Board or more frequently as circumstances require.

Signed: _____

C. S. Welch

Date: _____

12/05/25

Carol Welch, Chief Executive Officer

¹Subsidiary companies: - Blakemore Property Limited