Title: VALLEY PROVINCIAL LTD HEALTH & SAFETY POLICY

Sub Title: Statement of Intent

It is the firm policy of Valley Provincial Ltd (herein after referred to as the Company) to, as far as reasonably practicable, ensure the safety, health and welfare at work of all its employees and any others who may be affected by our operations, in accordance with current legislation and compliant to ISO 45001.

As part of our commitment to good and effective health and safety management, the Company will provide such information, instruction and training as is necessary to ensure that all its employees are aware of their own duties and responsibilities under relevant legislation and to ensure implementation of this policy. We aim to:

- Control risks from work activities.
  - Risks assessments will be undertaken / reviewed on a regular basis to ensure the identification of all significant hazards and corrective action required to reduce the risk to an acceptable level.
  - The Company will identify hazards and complete relevant risk assessments and take necessary action.
  - The Company will review risk assessments when working habits or conditions change.
- Consult with employees on health and safety matters.
  - We will consult staff routinely on health & safety and well-being matters as they arise.
  - Consultations will be in the form of general discussions in 1-2-1 reviews, Toolbox Talks, H&S meetings and H&S Committee Meetings.
- Provide safe working conditions and equipment.
  - The Company will provide welfare facilities
  - The Company will ensure all tools and equipment are tested and inspected in accordance with PUWER and LOLER regulations.
- Provide necessary training and supervision.
  - The Company will provide job / task related training both internally via Atlas portal and externally using approved suppliers.
  - The Company will give staff and subcontractors health and safety inductions and provide appropriate training for them to be able to carry out their daily activities safely.
  - The Company will provide PPE and instructions on how to use it.
  - The Company will make sure suitable arrangements are in place for employees who work remotely.

- Prevent accidents, health and well-being issues.
    - The Company will strive to prevent accidents through way of promoting a safety culture; 'Safety by Nature'.
    - Risk Assessments and Method Statements will be undertaken to help promote safe working practices in an effort to eliminate accidents.
    - We will consider 'mental health' risks in risk assessments.

Sufficient resources will be provided to meet the requirements of Health and Safety legislation.

Overall and final responsibility for health and safety:

Paul Brown (Managing Director)

Day-to-day responsibility for ensuring this policy is put into practice:

Steve Childs (H&S and Compliance Manager)

To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

Joe Lakin / Ben Norman / Sorin Pascalau / Adrian Denbow / Ian Boyt / Kerrie Anscomb / Dean Miller – Safety, Risk Assessments, Consulting employees, Accidents, First Aid, Work-related ill health.

Steve Childs – monitoring accident, near miss, ill-health investigation, emergency procedures.

Ian Boyt / Steve Childs / Toby Whiteman / Gary Armstrong – maintaining equipment, equipment competency training. Plant & Machinery training.

All employees should:

• co-operate with supervisors and managers on health and safety matters;

• take reasonable care of their own health and safety; and

• report all health & safety and well-being concerns to an appropriate person (as detailed above).

Arrangements for health and safety

The Company have implemented arrangements to support the effective implementation of a Health and Safety Policy and we commit to:

To provide adequate control of the health and safety hazards and risks to employees and others resulting from our work activities;

To consult with our employees on matters affecting their health & safety;
To provide and maintain safe premises, plant and work equipment;
To ensure safe handling and use of substances;
To provide adequate information, instruction, training and / or supervision for employees.
To conduct regular safety audits to measure performance and identify areas for improvement.
To set objectives for continual improvement of the H&S Management System
To maintain safe and healthy working conditions
To review and revise this policy at regular intervals

Fatigue

- Fatigue needs to be managed, like any other hazard. Valley Provincial will risk assess fatigue and use tools such as HSE's 'fatigue risk index' to ensure that workers are not ill-effected by shift patterns and working hours.
- The company will comply with the Working Time Regulations and also consult with employees and assess risk irrespective of their willingness to work extra hours.

Mental Health & Well-being

- The company is enrolled in an Employee Assistance Programme supported by Bupa. This programme will give the team 24-Hour access to confidential counselling & advice from qualified experts. Valley Provincial are also committed to creating mentally healthier workplaces. This includes the management team leading by example and speaking up about and being honest about their own experiences. That way they can be both leaders and role models to their peers.

The Company view Health and Safety legislation as a minimum standard to exceed, expecting all employees to meet their targets without compromising safety of themselves and others.

This policy will be reviewed annually.

Signed: Paul Brown _____

Paul Brown, Managing Director

Date: __16.12.2024_____

Review date: __16.12.2025_____