

Health & Safety Policy Statement of Intent

The following is a statement of the Company's General Health & Safety Policy in accordance with section 2 of the Health and Safety at Work etc Act 1974.

Westgrove Group, incorporating Westgrove Support Services Ltd and Westgrove Cleaning Services Ltd is committed to conducting its business in such a manner as to ensure, so far as is reasonably practicable, the health, safety and welfare of its employees and others who may be affected by its business activities.

This will be achieved by the following:

- By determining and implementing appropriate preventive and protective measures.
- The provision and maintenance of safe plant and equipment, article and substances.
- The provision of safe systems of work.
- The provision of appropriate information, instruction, training and supervision.
- The provision and maintenance of a safe place of work, including safe access and egress and welfare facilities.
- The provision and maintenance of emergency plans and procedures.
- Monitoring and measuring all aspects of health and safety.
- Consult and communicate with all employees on all aspects of health, safety and welfare.
- Employ competent contractors and sub-contractors to partner with.
- Setting out and reviewing the company Health and Safety objectives.

The company chairmen have overall responsibility for managing, implementing and maintaining its Health and Safety Management System certified to ISO45001. This can be found at head office and is available to any interested party after any reasonable request.

We acknowledge that the key to successful management of health and safety requires an effective policy, organisation and arrangements, which reflect the commitment of senior management. These can be found in a more detailed policy which is held at each site the company operates. The company is committed to upholding and continuously improving the standards outlined in this statement, and to meeting or exceeding legislative requirements and associated codes of practice.

Day to day management of health, safety and welfare is the responsibility of the Head of Health Safety and Compliance. Senior managers and supervisors will ensure implementation of the policy. The policy will be reviewed in light of experience and on a regular basis. That is at least every year, or more frequently should there be a significant incident or any major changes to legislation, operations or personnel.

The senior management of the company looks upon the promotion of health and safety measures as a mutual objective for themselves and all employees and is committed to ensuring, so far as is reasonably practicable, the prevention of personal injury and ill health.

All employees share a responsibility to co-operate with management, and in accordance with the Health & Safety at Work etc. Act 1974, to ensure their own safety and that of others who may be affected by their activities. This includes not intentionally or recklessly interfering with or misusing anything provided for their health and safety.

Signed:

A handwritten signature in black ink, appearing to read "Simon Whittle".

Date signed:

01 March 2026

Name:

Simon Whittle

Position:

Joint Chairman