

# Health & Safety Policy

Sonae UK Ltd are dedicated to carrying out our work in the safest possible manner to both staff and third parties.

Sonae UK Ltd has implemented an integrated management system in accordance with ISO 45001: 2018 and are dedicated to ensuring the implementation and continual improvement of this system. Our key values are as follows:

- We will maintain a high level of awareness, motivation and training for all staff to ensure the continual mitigation of any possible accidents or incidents and continual improvement in safety performance and management.
- We will provide the safest possible working environment for all staff to prevent injury or ill health.
- We will provide the best possible work equipment and put processes in place to ensure activities are carried out in the safest way possible.
- At all times, we will fully comply with relevant health and safety legislation (as a minimum).
- Health and safety considerations will be given priority in planning and day-to-day supervision of all company operations.
- We will aim to eliminate hazards and reduce occupational health and safety risks, through continual evaluation and mitigation of the risks involved with its operations

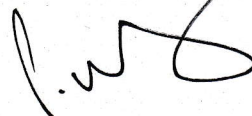
- We will consult with workers regarding occupational health and safety and involve them with updates to the management system
- Where possible, we will promote health and safety best practice outside the immediate organization.

As part of an ongoing process to achieve these aspirations, Sonae UK Ltd sets objectives and targets that are established and reviewed at regular intervals.

Sonae UK Ltd recognise that the management of health and safety matters is the prime responsibility of the senior management, who will ensure that there are adequate resources available (both human and financial) to implement this policy.

It is also recognised that this policy can only be successfully implemented with the involvement of all staff. Management will therefore actively promote and encourage the cooperation, involvement and participation of all staff and contractors.

This Health & Safety Policy is a live document and will be reviewed on an annual basis at Management Review meetings.



**Paul Murphy**  
Managing Director

28 March 2022