

Health and Safety Policy

Boden Group is committed to provide a safe and healthy work environment for all employees. The clear objective is to minimise harm to persons and property by adopting a proactive approach to effective risk and safety management. This policy reflects our commitment to ensure health and safety at work is not just paramount to our business but is recognised as contributing to our success.

Responsibility

All employees must be aware of the essential role they have in achieving safe and healthy working conditions, their legal duty to work in a safe manner and to co-operate with health and safety measures provided.

Statement of General Policy

Boden will provide the necessary oversight and resource to ensure, so far as is reasonably practical, that:

- This policy statement is brought to the attention of all employees.
 - Sufficient communication and consultation is provided to ensure awareness, and help visibility and understanding of the health and safety hazards and risk affecting the business
 - Employees understand their roles and responsibilities, are provide suitable training, support and monitoring to ensure competency and encourage a positive safety behaviour.
 - All employees are encouraged to feel empowered to contribute to the company's compliance and help to minimise health and safety risk.
 - Suitable arrangements are in place for assessing risk to health and safety and the provision of suitable and sufficient controls.
 - Suitable plant and equipment will be provided to enable work to be undertaken safely by its employees, together with required checks, inspections or maintenance.
 - We actively and openly monitor, review and report on our health and safety performance.
- We encourage hazard reporting to help develop proactive prevention of injuries and work-related ill-health
 - We consider occupational health risk associated with our activities and provide information, training and controls to help employees and contractors to understand associated work-related health risks and controls. Where appropriate health surveillance to ensure effectiveness is monitored.
 - We engage and collaborate with partners and contractors to encourage, influence and drive improvements in health and safety.
 - We recognise that human error is a big cause of accidents and endeavour to encourage behavioural change through our SAFE programmes to reduce this risk and injuries.

Governance

The Directors have overall responsibility for all health and safety and fully support the implementation of the policy. Employees and sub-contractors are expected to co-operate and assist in implementing this policy. Boden Group will take all practical steps to ensure that suitable and effective control measures are identified and implemented.

Reviews

The operation of this policy and the associated procedures will be reviewed annually or more frequently, if a significant incident or change is identified, to ensure that they remain current and applicable to the activities in all companies within Boden Group.

Andrew Beagley
Managing Director
Date: 26/03/2026

