



HEALTH & SAFETY POLICY STATEMENT

2024

It is the objective of GRAHAM Asset Management Ltd. undertaking Facilities Management, GRAHAM Compliance Services, Energy Management and GRAHAM Traffic Management, that its operations and activities are executed at all times and in such a way to ensure, so far as is reasonably practicable, the health, safety and welfare at work for all of its employees and all persons likely to be affected by its operations.

Our goal is the provision of safe and healthy working conditions and the prevention of accidents and illnesses. We will achieve this by not only meeting current statutory requirements, codes of practice, industry best practice and other appropriate requirements, but exceeding our obligations under the Safety, Health and Welfare at Work Act 2005 and other relevant health and safety legislation. Every effort will be made to eliminate hazards where possible and where not possible to reduce and control any residual risk.

We are committed to the development of task specific safe systems of work and improvements to our safety culture through proactive management observations, culture improvement programmes and employee encouragement, with the ultimate aim of a safer work environment and safer workforce.

The company will establish 2024 specific Health & Safety Objectives which will be used to drive continuous improvement.

This policy, approved by the Board of Directors, is the direct concern of the Company's Senior Management, who are accountable to the Board of Directors for its overall implementation.

The organisation and arrangements to implement the policy specifies responsibilities and guidance relating to health and safety for all employees and is detailed throughout our Integrated Management System which has been successfully assessed and certificated against the requirements of ISO 45001:2018.

The Company will ensure that the necessary resources are devoted to meeting our objective. This includes the provision of information, training and instruction as needs arise.

The performance and standards of health and safety in each activity will be reviewed periodically and identified improvements will be utilised to set goals for attaining continuous improvement.

Every opportunity is taken to encourage participation of our work force in health and safety matters and to liaise and consult with the work force where possible. The Company expects every employee to play their part and be committed to high standards of health and safety at work.

This policy statement will be communicated to all persons working for and on behalf of GRAHAM Asset Management Ltd. and any other relevant stakeholders.

Andrew K Bill

Group Chief Executive Officer

Graham Asset Management Ltd.

2nd January 2024