

HEALTH, SAFETY & WELLBEING POLICY STATEMENT

Hard Hat Construction Group Ltd includes a groundworks contractor and plant hire company, working primarily for housebuilders within the southeast and recognise the importance of the Construction (Design & Management) Regulations, in particular the need for effective communication, co-operation, and planning. The Management promote a safe working environment and ensure sufficient resources are available to comply with its legal responsibilities under the Health and Safety at Work etc. Act 1974, Building Safety Act, other legislation and industry standards. The maintenance of a safe and healthy working environment is one of Hard Hat Construction Group Ltd's prime objectives and this is undertaken through the implementation of the Safety Management System.

The company seeks to ensure employees feel safe, comfortable, supported, and valued to ensure their wellbeing. This shall be achieved through management setting realistic targets, maintaining good lines of communication, and providing continual support. The company strives towards continual improvement through the management's commitment to set Health & Safety objectives that will achieve the annual targets. These shall be monitored by the management on a regular basis to ensure these are achieved within the set timescales. Suitable control measures and resources shall be provided to ensure the Health & Safety of members of the public and interested parties.

Hard Hat Construction Group Ltd have an internal Health & Safety Dept to provide health and safety assistance in compliance with Regulation 7 of the Management of Health & Safety at Work Regulations and shall make adequate arrangements for co-operation. Management, supervisory and other personnel have been appointed with overall responsibility for health and safety at work and for the implementation of this Policy. They will be expected to set a good example at all times.

The responsibility for safety lies with everyone – IT CANNOT BE DELEGATED. Only by constant care and vigilance on the part of every employee and worker can we ensure the health and safety of those for whom we are responsible and ourselves.

The Management is committed to a continuing policy of providing a safe working environment and the wellbeing for all its employees. In achieving this, it intends to:

1. Ensure that health, safety, and welfare is an integral part of management responsibility at all levels and on all sites.
2. Provide equipment, materials and institute arrangements and procedures and systems of work that are safe and free from risks to health.
3. Provide adequate information, instructions, and training for employees, together with proper management and supervision in order to ensure the effective implementation of the health, safety, wellbeing, environmental and waste management policies of the Company.
4. Build and maintain a workplace environment and culture that supports mental health, wellbeing and prevents discrimination.
5. Create a positive working environment by the implementation of the HSE Management standards including demands, control, support, relationships, role and change.
6. Stimulate management and staff awareness and encourage an on-going interest in health and safety matters.
7. Provide all necessary personal protective equipment and any other relevant safety devices and ensure that they are used in the correct manner.
8. To ensure that Contractors and Sub-contractors are made aware of, and abide by, the Health, Safety & Wellbeing Policy.
9. Ensure all accidents resulting in personal injury and other dangerous occurrences are properly investigated with a view to making recommendations to prevent a recurrence.
10. Promote worker engagement to enable feedback from employees and contractors to assist with Health & Safety improvements.

Every employee has a legal responsibility to take reasonable care of his or her health and safety and to ensure that their acts or omissions do not endanger the health and safety of their colleagues and others.

The co-operation and commitment of everyone is essential in order to establish and maintain effective standards of health and safety.



Andrew Jay, Group Chief Executive Officer

12 / 1 / 2026

Date