

# HEALTH, SAFETY & WELLBEING GROUP POLICY

Version 10 Date 10.01.2026 Owner CEO

## Purpose

Stonbury is proud of its position as a specialist contractor to the water and environment industry. We believe that people are key to maintaining this position. That is why we take the health, safety, and wellbeing of all our employees and others affected by our activities as being of paramount importance. Good health safety and wellbeing is good business, and we expect all of our employees and our supply chain to apply exemplary standards of health safety and wellbeing management in our workplaces and in the products and services that we deliver.

## Scope

This policy applies to all group companies of Stonbury (Holdings) Ltd (the “Group”). It applies to all work activities undertaken on behalf of the businesses.

## Commitment

The Board will demonstrate an ongoing commitment to improving health safety and wellbeing at work by promoting best practices throughout our organisation that meet, and where possible exceed, both our statutory and moral obligations. We aim to ensure the health, safety, and wellbeing at work of our employees and others affected by our activities. The Board is committed to ensuring that all employees recognise and understand their obligations and feel empowered to apply and enforce exemplary health safety and wellbeing practice.

## We will:

- Aim to eliminate and reduce health, safety, and wellbeing risk.
- Define roles and responsibilities for health, safety, and wellbeing
- Consult with employees on matters affecting their health, safety, and wellbeing.
- Set and regularly review health, safety, and wellbeing objectives, taking measures to achieve health, safety, and wellbeing excellence by eliminating or controlling any foreseeable hazards that might result in harm or loss.
- Provide appropriate resources, information, instruction, training, and supervision to ensure the health and safety and wellbeing of employees at work and others affected by our activities.
- Provide and maintain a safe and healthy working environment and ensure safe access to, and egress from, the workplace.
- Deploy measures to prevent ill health and injuries related to psychosocial risk and promote wellbeing at work.
- Maintain a ‘Just Culture’, where all can speak out without fear of reprisal but where repeated, wilful error is not accepted.
- Encourage our supply chain to implement their own health, safety and wellbeing policies and standards that are equal to, or better, than our own.
- Maintain Health & Safety Management Systems compliant to ISO45001 and use this system to continually improve health safety and wellbeing.

## Review and Communication

We will review and revise this policy at 12 monthly intervals. We will communicate this policy throughout all levels of the group and make it available to interested parties on request.

## Approval

Signed by the CEO



Colin Perry-Davis Date 10<sup>th</sup> January 2026