

PSYCHOSOCIAL WELLBEING GROUP POLICY

Version 5.0 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 psychosocial wellbeing of all our employees and others affected by our activities as being of paramount importance. Good mental health is good business, and we expect all our employees and our supply chain to apply exemplary standards of mental health protection and enhancement at work.

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 psychosocial wellbeing by promoting best practices throughout our organisation that meet and where possible exceed, both our statutory and moral obligations. We endeavour to ensure the psychosocial 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 psychosocial wellbeing practices.

We will:

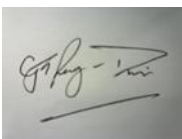
- Strive to reduce, and where possible, eliminate psychosocial wellbeing risk.
- Define roles and responsibilities for managing psychosocial risk and promoting wellbeing at work.
- Commit to preventing ill-health and injuries related to psychosocial risk and promote wellbeing at work, and reflect these commitments in our main health, safety, and wellbeing policy.
- Fulfil legal requirements and other requirements related to health, safety, and wellbeing at work, including the management of psychosocial risk.
- Provide a framework for setting and reviewing objectives for the management of psychosocial risk.
- Promote and enhance a working environment consistent with the principles of dignity, mutual respect, confidentiality, cooperation, and trust.
- Communicate this policy to all workers so that they are aware of their rights and responsibilities.
- Regularly review this policy to ensure it remains relevant and appropriate to the organization.
- Consult workers and, where relevant, other interested parties in the development of the policy.
- Provide appropriate resources, information, instruction, training, and supervision to manage psychosocial risk.
- Maintain a 'Just Culture', where all can speak out without fear of reprisal but where repeated, unacceptable behaviour is not accepted.
- Encourage our supply chain to implement their own psychosocial risk policies and standards that are equal to, or better than, our own.

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 10th January 2026