

Technics Group Limited and its subsidiaries Earth Environmental & Geotechnical Ltd, Earth Environmental & Geotechnical (Southern) Ltd, and Earth Environmental & Geotechnical (North East) Ltd, hereafter referred to as *the Company*, recognises and accepts its responsibilities as an employer under Section 2(3) of the Health and Safety at Work etc. Act 1974 and all associated statutory provisions. The Company is committed to providing, so far as is reasonably practicable, a safe and healthy workplace and working environment for employees, clients, sub-contractors, visitors, and any other persons who may be affected by our activities.

Health and safety will be managed to the same high standards as all other core business activities, ensuring effective planning, control, and monitoring of risks to prevent accidents, injuries, ill health, and unsafe conditions. This commitment is supported by managers and supervisors at all levels, who are expected to demonstrate leadership and maintain safe working practices.

The Company considers its employees to be its greatest asset. Through consultation, cooperation, and engagement with staff, we aim to protect wellbeing, improve standards, and reduce work-related injuries and ill health. All employees and those working on behalf of the Company are required to take reasonable care of their own health and safety and that of others who may be affected by their actions or omissions.

### Our Commitments

The Company will ensure, so far as is reasonably practicable, that adequate resources are made available to support:

- Safe plant, equipment, and systems of work, maintained in a safe condition and without risks to health
- Safe arrangements for the use, handling, storage, and transport of substances and materials
- Appropriate information, instruction, training, and supervision to enable employees to work safely and competently
- Safe workplaces, including safe access and egress to any premises under Company control
- A safe working environment with suitable welfare facilities and arrangements
- A framework for setting objectives and monitoring performance to support continual improvement

### Monitoring, Review and Continuous Improvement

To ensure the effectiveness, suitability, and adequacy of the Company's Health & Safety Management System, this policy will be reviewed annually and more frequently where required due to changes in legislation, work activities, organisational structure, incidents, audit findings, or other significant changes.

Reviews will consider:

- Actions arising from previous reviews
- Compliance with Company procedures and systems
- Audit findings and inspection outcomes
- Health & safety performance and trends
- Corrective and preventive actions
- Consultation and participation feedback
- Changes in circumstances and legal requirements
- Opportunities and recommendations for improvement

Any improvements, changes, or learning from incidents and investigations will be communicated to all staff as appropriate.

### Responsibilities

The Director responsible for Health & Safety has overall responsibility for ensuring this policy is implemented, maintained, and communicated throughout the Company. Managers and supervisors are responsible for ensuring that safe working practices are followed, risks are assessed and controlled, and staff are supported with suitable training, supervision, and resources. Employees and others working on behalf of the Company must comply with all Company safety arrangements and cooperate with management to ensure health and safety standards are maintained.

Signed.....

Dated..... 12 March 2026 .....

**John MacIntyre - Director responsible for Health & Safety**