Health and Safety Policy Statement

As Managing Directors, we are committed to providing a high level of Health and Safety Management throughout the JR Group, this Health and Safety policy has been written to demonstrate our commitment and intent to provide safe systems and safe places of work.

It is the policy of the JR Group that its operations are executed at all times in such a way as to ensure, as far as is reasonably practicable, the health, safety and welfare of all our employees and any persons likely to be affected by our operations, including the public, where appropriate.

Concern for health and safety ranks equally with other management responsibilities and we are committed to the implementation of this Health, Safety and Welfare Policy.

The aims of this policy are:

- To prevent injury or ill-health to all persons affected by the Group's operations;
- To eliminate hazards and reduce occupational Health and Safety risks;
- To seek to reduce accidents by analysing root causes and trends;
- To facilitate continual improvement of the Integrated Management System;
- To ensure full compliance with our legal and other obligations including the Health and Safety at Work Act 1974 and all other relevant Acts and Regulations;
- To ensure all our employees receive adequate instruction, information and training appropriate to their role;
- To ensure objectives for Health and Safety are set, reviewed and achieved;
- To consult and communicate with our employees on health and safety matters and listen when feedback is given;
- To provide suitable and sufficient resources for health, safety and welfare across all levels of the business and ensure safe working practices are observed at all times;
- To ensure the provision and maintenance of safe plant and workplaces;
- To ensure the co-operation and co-ordination of all safety activities with other contractors onsite;
- To provide adequate welfare facilities;
- To ensure the safe use handling, storage, and transport of articles and substances which are hazardous to health;

The Health and Safety policy is the direct concern of the Directors, Managers and Employees of the JR Group. To ensure that the Group's objectives are being achieved, and to continuously improve Health & Safety performance, this policy will be reviewed as necessary, in light of changes to legislation, the company or ISO 45001 Standard, however notwithstanding this, it will be reviewed annually and reissued to all employees.

MR. JOHN HORNE and MR. GARY MCGREGOR
JR Construction Scotland Ltd, JR Scaffold Services Ltd & JR Specialist Services Ltd

07th January 2025

Version 2: Rev 7
January 2025