Health & Safety Policy Statement

Across the Axis CLC Group of companies we are fully committed to ensuring the health, safety, and welfare of our employees, contractors, visitors, and anyone else who may be affected by our operations. We believe that all injuries, occupational illnesses, and incidents are preventable, and we strive to promote a proactive safety culture at every level of the organisation aiming for zero harm in everything that we do.

Health and safety is a core business value, we see it as our license to operate, and we will work tirelessly to eliminate or control risks through effective management, employee engagement, training, and continuous improvement.

Axis CLC always aims to:

- comply fully with the Health and Safety at Work etc. Act 1974, all other relevant legislation, regulations, and approved codes of practice.
- provide and maintain safe working environments, equipment, and systems of work.
- ensure all employees and contractors are competent to carry out their work safely through appropriate training, supervision, and support.
- consult with employees and, where applicable, safety representatives, on matters affecting their health and safety.
- assess and manage risks associated with our activities, regularly reviewing and updating risk assessments and safe systems of work.
- prevent accidents, incidents, and cases of work-related ill health.
- provide adequate welfare facilities and support for physical and mental wellbeing.
- monitor performance, investigate incidents thoroughly, and take prompt corrective actions.

We are committed to continually improving our health and safety performance and will allocate the necessary resources to achieve this. This policy reflects our commitment to maintaining a safe and healthy working environment for all, and we expect every employee, contractor and visitor to uphold these standards.

This statement will be reviewed at least annually and revised as necessary to reflect changes in legislation, operations, or organisational structures.

Chief Executive Signature: *Richard Morris*

Chief Executive Name: Richard Morris
Date: 03rd December 2025