Group Health, Safety and Wellbeing Policy – GSP01

Statement of Intent

Ramudden Global UK Ltd. *(comprising of all legal entities defined in SP100)* recognises and accepts its responsibility as an employer to provide and maintain a safe place of work and working environment which is, so far as is reasonably practicable, safe and without risk to the health of its employees and other persons who may be affected by its working operations and activities.

The company regards its legal obligations in health, safety and wellbeing legislation as the minimum standard and will operate its business to meet these requirements and strive, wherever reasonably practicable, to exceed or improve upon these requirements through the adoption of industry best practice.

The company considers the management of Health and Safety to be of equal importance to all other business responsibilities and will provide sufficient resources to ensure the effective management of Health and Safety risks within the company.

The company believes that rigorous attention to health and safety will contribute towards successful business performance by preserving and developing human and physical resources, protecting the environment, and minimising costs and liabilities and that positive and effective control of health and safety can be achieved through a co-operative effort of employees at all levels within the company.

The company is committed to the prevention of harm, through the systematic identification and elimination of hazards wherever possible. Where hazards cannot be eliminated, suitable and effective control measures will be introduced to mitigate the likelihood of harm and the consequences of residual risks.

The company will operate and maintain an Occupational Health and Safety Management System in accordance with ISO45001 which contains mechanisms for planning and implementing strategies to control risks, setting goals and objectives, provision of human and material resources, monitoring performance and regular reviews of the OHSMS to secure continuous improvement in health and safety.

The company statement of general commitments under this policy is:

- To ensure the adequate identification of hazards and the control of health and safety risks arising from our work with the aim of preventing accidents, ill-health, and harm whilst promoting wellbeing.
- To consult, collaborate and engage with employees and their representatives on matters affecting their health, safety and wellbeing.
- Encourage and support the development and successful output of safety representatives and health and safety committees across the business.
- To provide and maintain a safe place of work including the provision and ongoing maintenance of safe plant, equipment, and vehicles provided for use at work.
- To ensure the safe handling, storage and use of articles and substances at work.
- To provide and maintain a safe and healthy workplace including maintenance of adequate welfare facilities and provide access to external health, safety and wellbeing support providers and resources.
- To ensure that all employees are competent to do their tasks, and to provide them with adequate information, instruction, training, and supervision.
- To provide appropriate Personal Protective Equipment as identified through risk assessment.
- To operate an effective Occupational Health and Safety Management System that includes processes for controlling risks, setting objectives, and providing resources and monitoring systems to ensure compliance with statutory requirements and to ensure that key objectives are being met.
- To promote and enhance a positive health and safety culture and work environment consistent with the principles of dignity, mutual respect, confidentiality, cooperation, and trust in the Occupational Health and Safety Management System.
- To regularly review health and safety performance and learn from a wide range of sources to secure a culture of continuous improvement in health and safety management throughout the company.

Adam Caulfield
Chief Executive Officer
22nd September 2026