

OUR HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

Countrystyle Group Ltd and Countrystyle Recycling Ltd Board of Directors consider that the Health, Safety and Wellbeing of its employees, customers and the public is of paramount importance to us as a business. Countrystyle will ensure that all reasonably practicable steps are taken to ensure the Health, Safety and Wellbeing of all our employees, customers and the public and of any other persons who may be affected by our activities.

We aim to achieve this by promoting the highest possible standards for Health, Safety and Wellbeing in all the activities that Countrystyle undertakes.

OUR HEALTH, SAFETY AND WELLBEING OBJECTIVES

The Board of Directors of Countrystyle believe that all accidents are avoidable. Our objective is to prevent injury and ill health, in addition to continually improving our Health, Safety and Wellbeing performance. To achieve this Countrystyle will:

1. Ensure all our employees to take personal ownership of safety each and every day;
2. Provide adequate resources for the identification and evaluation of safety risk, with the aim of eliminating or reducing hazards to an acceptable level;
3. Consult and communicate with employees, contractors, visitors and any other persons affected by our activities, regarding health, safety and wellbeing;
4. Ensure all employees are trained and are competent to undertake the tasks allocated to them;
5. Ensure all 3rd party contractors have in place suitable and compliant procedures for the operations and services that they provide to Countrystyle or its customers;
6. Provide and maintain safe places of work, equipment and systems of work to minimise risk;
7. Promote health, safety and wellbeing awareness in accordance with the company's health and wellbeing improvement plan by the provision of information, instruction and training and access to Occupational Health services; and
8. Commit to ensuring that all relevant legislative and other requirements are identified and met.

Our objectives for 2025 -2026 are:

- Implement a risk-based audit programme, to support our managers to actively identify and reduce all risks.
- Implementing a simplified approach to high-risk activities through our permit to work system.
- Continuing our visible leadership programme, including directors and managers actively engaging with our operational teams.
- 10% Reduction in Manual Handling Injuries compared to the previous financial year.
- Deliver a Managing Safety Course to all Operations Managers and Site Supervisors.
- Maintain its ISO 45001 certification.

Our policy is communicated to, and extends to, all persons working for or on behalf of the Company and is readily available via our website, company intranet and to other interested parties on request.

RESPONSIBILITIES

Group Level: The Directors and relevant Heads of Departments are responsible for the day-to-day management and control of Health, Safety and Welfare.

Site Level: Heads of Departments, Departmental Managers, Site Managers and Departmental Health and Safety Representatives are responsible for the day-to-day management and control of Health, Safety and Welfare at their own respective sites and departments.

General: All members of staff shall be responsible for the implementation of this Policy.

Martin Heathcote - Chief Executive Officer
September 2025

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