



## Health and Safety Policy

F. Ball and Co. Ltd are committed to ensuring the safety and health of its employees, visitors and contractors.

The company will provide adequate provisions and resources to eliminate, as a priority, or introduce controls to reduce/minimise risk and is committed to doing everything reasonably practicable to prevent accidents, injury and work-related ill health.

Appointed persons will be competent and include external specialists where required to meet statutory duties.

Every employee is aware of their own duty to ensure that their actions or inactions do not put themselves or others at risk.

The Company will drive continual improvement of occupational health and safety performance by actively managing and improving the safety management system and related standards, recognising them as an integral and fundamental part of the business processes.

The Company will provide and maintain safe plant and equipment, ensure safe handling and use of substances, ensure safe access and egress and provide adequate information, instruction, training and supervision to enable employees to perform their tasks in a safe manner.

The implementation of this policy provides the framework against which Management Health and Safety objectives and improvement targets are set and monitored including actively involving and encouraging all employees in the achievement of these objectives.

Consultation, inclusion and participation of all employees is a valued and important part of the Company's commitment to providing a safe workplace with the Health and Safety Committee being a platform for openness and equality, empowering employee representatives to actively contribute and act upon safety issues and improvement ideas.

The Company will comply with, and where practical, exceed all applicable legislation, approved codes of practice and other requirements. Where none exist, set and adhere to stringent standards of its own.

This policy is communicated to all persons working under the control of the organisation, ensuring they are aware of their individual obligations and that their commitment is imperative to managing, maintaining and driving a positive safety culture throughout the business.

The policy will be made available to all interested parties ensuring that it remains in line with their needs and expectations

The policy will be reviewed at least annually, or following organisation or legislative change, to ensure that it remains effective, relevant and in line with the context of the organisation and strategic direction of the business

A handwritten signature in black ink, appearing to read "Darren Kenyon". The signature is stylized with a large initial "D" and a long horizontal stroke at the end.

Darren Kenyon  
**Managing Director**  
5<sup>th</sup> May 2026