

## HEALTH, SAFETY & WELLBEING POLICY STATEMENT

- 2.1 At Essex Services Group Ltd (ESG), we are committed to conducting all our work in the safest practicable manner, in line with legal requirements, industry best practice, and the principles of continuous improvement. The health, safety, and wellbeing of our employees, contractors, and others affected by our operations are fundamental to how we operate and are regarded as equally important as production and profitability.
- 2.2 We aim to prevent injury and ill health by fostering a strong and proactive health and safety culture across all levels of the organisation. This commitment is supported by robust Health, Safety & Wellbeing Management Standards that enable the identification, assessment, and control of risks, the setting of clear objectives, and the monitoring of safety performance.
- 2.3 All employees and contractors have the right to stop work and remove themselves from situations they reasonably believe present a serious or imminent danger. Safety will always take precedence over productivity, and no individual will suffer detriment for acting in good faith.
- 2.4 Our responsibilities are guided by the Health and Safety at Work etc. Act 1974, the Construction (Design and Management) Regulations 2015, and all relevant statutory instruments, codes of practice, and guidance applicable to our work as a contractor and, where applicable, Principal Contractor in the building services sector of construction.
- 2.5 To fulfil this commitment, ESG will:
- Provide and maintain safe systems of work, supported by risk assessments and method statements (RAMS), and clear site arrangements.
  - Ensure the provision of sufficient resources, including information, instruction, training, supervision, and competent advice, to safeguard health and safety so far as is reasonably practicable.
  - Consult and engage with employees, contractors, and other stakeholders to promote shared responsibility and continuous improvement.
  - Encourage the reporting of hazards, near misses, and unsafe acts and treat all reports seriously, without fear of reprisal.
  - Investigate incidents and near misses, identify root causes, and take preventative actions to avoid recurrence.
  - Enforce safe behaviours and site rules through training, briefings, and supervisory monitoring.
  - Regularly review and update this policy and related procedures in response to operational changes, feedback, or regulatory developments.
- 2.6 The Directors accept legal and moral responsibility to take all reasonably practicable steps to ensure the health, safety, and welfare of everyone involved in or affected by our operations. Employees and Contractors are expected to take personal responsibility for their own safety and that of those around them and are empowered to stop work where they believe it would be unsafe to proceed. In all cases, ESG will support decisions that prioritise safety over productivity.
- 2.7 This statement has been developed in consultation with relevant stakeholders and carries the full endorsement of the ESG Board of Directors. It is communicated to all staff and contractors, prominently displayed at all work locations, and available via the ESG file sharing platform. It is reviewed annually and revised as required.
- 2.8 Failure to comply with this Health, Safety & Wellbeing Policy, site rules, or safe systems of work may result in disciplinary action, removal from site, or termination of contract, depending on the severity of the breach.



Andy Hider  
Joint Managing Director  
11/05/2026



Adam Cecil  
Joint Managing Director  
11/05/2026