



## Health & Safety Policy Statement

John Cotton Group Ltd (JCG) is committed to provide a safe and healthy working environment (as far as is reasonably practicable) for all its employees, visitors and all other persons who may be affected by Company activities.

This policy statement is prepared as part of the overall commitment to managing health & safety made by JCG.

Health & safety is a JCG core value, and the effective management of health and safety is an integral part of the business.

JCG is committed to:

- The prevention of injury and ill-health as a result of its activities.
- Meeting all UK and EU statutory obligations applicable to JCG.
- Providing the resources to deliver effective health & safety management across all JCG operations.
- Delivering “continuous improvement” in health & safety performance and measuring its effectiveness against agreed targets and objectives.
- Engaging with all employees and their representatives to develop competency through communication, consultation, and appropriate training.
- Maintaining and implementing an effective health & safety management system.
- Creating a positive health & safety culture through visible felt leadership.
- Reviewing and updating the health & safety policy annually and as necessary in the event of changes to the organisational structure, working practices or statutory obligations.

**The prevention of accidents, injury and unsafe conditions requires commitment from personnel at every level within the organisation. It is expected that all employees, visitors, suppliers, and contractors act responsibly to mitigate risk and prevent incidents involving themselves and others.**

Signed

A handwritten signature in black ink, appearing to read 'Nick Manning', is written over a horizontal line.

Date 03<sup>rd</sup> Feb 2026

Nick Manning

Group CEO