



Health, safety and well-being are an essential part of every function within SRUC and its subsidiaries, and we fully accept our responsibilities for the health and safety of our employees and stakeholders.

The cornerstone activities to SRUC fulfilling its health and safety legal and moral responsibilities are:

- Identifying the hazards (physical, chemical, biological and psychological) in all the areas of our business and implementing, as far as reasonably practicable, measures to eliminate or reduce the risk of work-related injuries and ill health.
- Providing a safe and healthy working environment for our employees and stakeholders, whilst promoting a healthy lifestyle and a fulfilling work-life balance.
- The continuous improvement of our Health & Safety Management System by reviewing its performance and effectiveness.
- Providing our employees with the opportunities to learn and develop health and safety skills and knowledge.
- A commitment to worker consultation and participation on health and safety matters.
- Investigating all accidents, incidents and matters of concern to ensure the suitable corrective and preventative actions are implemented.
- Implement emergency planning to prepare and respond to adverse events that can endanger the safety of employees and stakeholders.

We continue to work with our Trade Union partners to promote a positive health and safety culture throughout the whole organisation. A positive health and safety culture is key as we endeavor to reduce the number of accidents to zero.

We expect all our employees and stakeholders to comply with SRUC policies and take reasonable care of themselves and others.

We encourage our employees to raise safety concerns and take an active role in resolving the issue, without fear of retaliation, intimidation or harassment.

SRUC does not tolerate bullying, harassment or discrimination of any kind.

We expect all managers and supervisors to lead responsibly, by acting as Safety Leaders and show a commitment and accountability to health and safety through their behaviour and decision making. This is considered an integral part of good management practice, so much that we have put in place a Health and Safety Leadership Policy.

We have appointed Health and Safety Business Partners who provide support and guidance on health and safety law, and who have the authority to enter all premises and where necessary stop operations if they identify any unsafe act or condition that could cause an accident or lead to harm.

This policy is monitored and reviewed annually, to ensure that it is and remains effective.

Principal and Chief Executive
July 2025