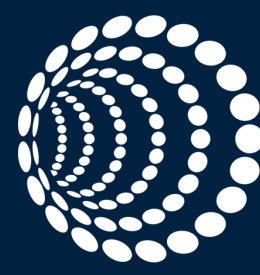


Safety, Health and Wellbeing Policy 2025/26



SGN

PROTECT
ZERO HARM DONE.
ZERO EXCEPTIONS.

At SGN, safety is more than a priority – it is a commitment to Zero Harm. Together, we will create a safer, healthier workplace for everyone, where we are all empowered to speak up, take action, and continuously improve.

Leadership and accountability

Our Board and Executive Committee takes ultimate responsibility for health and safety, with leadership and accountability at every level. We lead by example, fostering a culture where safety is everyone's responsibility.

Building a strong safety culture

We are dedicated to creating a strong safety culture where everyone follows our Life Saving Rules because they want to, not because they have to and are encouraged to speak up, raise concerns and act to prevent harm.

Managing risks

We take a proactive approach to risk management, ensuring that risk assessments are in place to identify hazards and minimise risks to as low as reasonably practicable at every stage of our operations.

Training and support

We provide comprehensive training and ongoing support to ensure that every team member has the skills and knowledge to work safely.

Safe equipment and processes

We ensure that our assets, tools, equipment, and working methods are safe, regularly maintained and fit for purpose. Safety is embedded in every process to minimise risks and enable effective, safe work.

Collaboration and communication

Achieving Zero Harm requires collaboration. We value joint consultation with employees and supply chain partners, encouraging input and ensuring that safety concerns are addressed promptly. Clear, open communication is key to maintaining safety across all levels.

Occupational health and wellbeing

We take a holistic and proactive approach to health and wellbeing, in particular supporting the mental and physical health of our people, offering resources to ensure everyone feels supported and valued.

Learning organisation

We commit to becoming a learning organisation. We view every incident and near miss as an opportunity to learn and improve. We are committed to carry out safety investigations carefully and fairly to identify root causes, implement suitable controls and strengthen our risk management.

Continuous improvement

We continually monitor our safety performance and improve our health and safety practices. By evaluating our performance, identifying emerging risks and adapting our safety management systems, we will ensure we stay on course to achieve our Zero Harm goals.

On behalf of the company:

Simon Kilonback, Chief Executive Officer

1 April 2025