

HEALTH AND SAFETY POLICY

This statement should be read in conjunction with the company's SHEQ (Safety, Health, Environment & Quality) management system. The management system sets out specific responsibilities and arrangements, by which health and safety is to be organised, implemented and monitored within Menzies Distribution Solutions Ltd.

Our approach to Health and Safety is enshrined in our values:



We do it right

We do the right thing, we provide a safe, sustainable service, delivering quality and acting with integrity



We do it better

We challenge ourselves to be the best, We always look to improve. We are innovative and forward thinking



We work together

We understand our mission. We trust each other, we develop and empower our people to deliver the right outcomes



We grow together

We embrace change and seize opportunities to develop as individuals and as a team



We work with passion

We are enthusiastic and committed to our work, each other and our vision. We are determined to excel

OUR POLICY IS TO:

- ◆ Provide suitable control of the health and safety risks arising from our work activities by supplying services that are compliant with all relevant legislation, international and industry standards and other requirements to which we subscribe. To enable this, we will promote positive working relationships with the authorities engaged in the enforcement of legal standards and other requirements.
- ◆ Maintain safe and healthy working conditions and working environment for our employees and non-employees
- ◆ To continually improve our health and safety performance and management systems, to prevent injury and ill health whilst promoting wellbeing amongst our colleagues. And minimising the impacts of our activities on the environment and the communities around us.
- ◆ Consult with our employees on matters affecting their health and safety. Further to develop health and safety awareness among all our persons working for, or on behalf of, Menzies Distribution by providing education and support to deliver continuous improvement. We will ensure all colleagues are competent to carry out the tasks defined in their job role. Our business is committed to a regular review of colleague's competence and the provision of refresher training.
- ◆ To develop close relationships with our customers and suppliers to achieve our health and safety standards. Working together with our customers, suppliers and colleagues to develop health and safety best practice in the supply chain
- ◆ To provide and maintain vehicles, plant, equipment and systems of work that are safe and without risk to any person, the environment or our customer products. Including ensuring safe arrangements for the handling, storage and transportation of articles and substances.
- ◆ Maintain access to competent advice and assistance to ensure we are aware of relevant changes in legislation and industry best practice.
- ◆ To plan, prepare and regularly review our objectives, targets and action plans for improving health and safety performance. We will monitor and communicate our achievements against our plans, both internally and externally.
- ◆ To ensure that all colleagues take responsibility for compliance with this Policy, and our Safe Systems of Work (SSoWs).

ALL EMPLOYEES ARE EXPECTED TO:

- ◆ Co-operate with supervisors and managers on health and safety matters;
- ◆ Not interfere with anything provided to safeguard their health and safety;
- ◆ Take reasonable care of their own health and safety; and report all health and safety concerns, incidents and accidents to an appropriate person;
- ◆ Drivers working for and on behalf of Menzies Distribution must ensure that other road users and members of the public are safe from risk.

Commitment to a continual improvement programme of our health and safety performance and management systems is a feature of the activities of Menzies Distribution. This Policy Statement will be made available to the public, and other stakeholders upon request. Other more detailed reporting on our health and safety and sustainability performance will also be made available. The Directors have adopted this statement as a framework for our business so that they can set standards and develop procedures to form a comprehensive SHEQ Management System appropriate to our operations. The Chief Executive Officer will review this policy as necessary, but at least every two years.



RICHARD MORSON

Chief Executive Officer, Menzies Distribution Solutions Ltd

October 2025