

HEALTH AND SAFETY POLICY

This statement should be read in conjunction with the company's SHEQ (Safety, Health, Environment & Quality) management system. The SHEQ Management System defines the responsibilities, processes and controls through which occupational health and safety is planned, implemented, monitored and continually improved throughout Menzie's Distribution Solutions Ltd. We are committed to eliminating hazards and reducing occupational health and safety risks so far as is reasonably practicable to provide safe and healthy workplaces for all workers and others who may be affected by our activities.

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



We do it right



We work together



We do it better



We grow together



We work with passion

OUR POLICY IS TO:

- ◆ Identify hazards, assess risks and implement appropriate controls to prevent work-related injury, ill health and incidents arising from our activities. Provide and maintain safe and healthy working conditions for workers, contractors, visitors and all others who may be affected by our operations.
- ◆ 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.
- ◆ Continually improve the effectiveness of our health and safety management system to prevent work-related injury and ill health, promote colleague wellbeing and support sustainable business operations whilst minimising the impacts of our activities on the environment and the communities around us.
- ◆ Consult and engage with employees and their representatives, encouraging their participation in identifying hazards, assessing risks, developing controls and improving health and safety performance. Further to develop health and safety awareness among all our persons working for, or on behalf of, Menzie's Distribution Solutions 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 competence and the provision of refresher training.
- ◆ Promote a positive health and safety culture in which colleagues are encouraged to report hazards, unsafe conditions, incidents and near misses.
- ◆ To develop close relationships with our customers and suppliers to achieve our health and safety standards. Work collaboratively with customers, suppliers and contractors to promote high standards of health and safety throughout the supply chain.
- ◆ Provide and maintain safe vehicles, plant, equipment and systems of work through effective inspection, maintenance, monitoring and control arrangements. 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. To follow safe systems of work, site rules and training instructions at all times and report hazards, unsafe acts, unsafe conditions and near misses promptly.
- ◆ Drivers working for and on behalf of Menzie's Distribution Solutions 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 Menzie's Distribution Solutions. 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, Menzie's Distribution Solutions Ltd

October 2026