

City & Country is committed to providing a healthy and safe working environment where the risks arising from our work activities or from fire, both for our employees and those affected by the work, are minimised as far as it is reasonably practicable to do so. City & Country will promote a consciousness of safety, as well as physical and mental wellbeing, ensure that it is at the heart of decision making, providing appropriate resources to assist us in delivering our target of zero serious injuries as a result of our activities and improving our safety performance year on year.

City & Country will comply with current Health & Safety Legislation seeking to raise standards through:

- Assessing and managing risks, utilising the principles of prevention.
- Maintaining a safe and healthy workplace, safe systems and methods of work and safe equipment.
- Taking account of Health & Safety issues and providing information, particularly about materials and substances, for the end users of our services.
- Providing staff with the information, instructions, training and supervision they need to work competently, safely and in a healthy manner.
- Encouraging the use of and adherence to the relevant Approved Codes of Practice and industry best practice.
- Maintaining safe and unimpeded access and egress from the site and buildings, particularly for emergencies.
- Managing the use of safe procedures, tools, plant, equipment and the appropriate use of Personal Protective Equipment (PPE).
- Maintaining adequate levels of welfare facilities for the work force, including contractors.
- Assessing and minimising the impact of the sites' activities on the environment.
- Identifying and providing health and safety training to promote awareness of safety and wellbeing.
- Assess and manage any work-related stress, support workers mental health and well-being and take steps to remove or reduce as far as reasonably practicable.
- Making staff aware of their individual responsibilities to take reasonable care for the safety of themselves and others and co-operate with the management in matters of safety.
- Encouraging full and effective consultation with all staff on Health & Safety matters.
- Appointing an independent professional Safety Advisor to carry out regular inspections and audits.

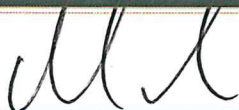
Our approach to managing Health & Safety is set out in a separate document – [Health, Safety & Environment at City & Country](#). It is however of critical importance that all persons employed on or wishing to enter a City & Country site recognise their own responsibility for Health & Safety and the important role they play in helping us to achieve a healthy and safe working environment by:

- acting responsibly
- having due regard to their own Health & Safety
- considering other people's Health & Safety
- following any instructions given to them by their supervisors
- co-operating on all Health & Safety matters
- following all Health & Safety rules, regulation, legislation and Site Rules
- using the Health & Safety equipment provided
- reporting any defects in equipment, plant or tools to their supervisor
- communicating effectively and co-operating with the Principal Designer

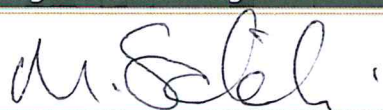
All Consultants, Professionals, Subcontractors, Suppliers and their employees will be required to perform in a similar manner, so that the requirement of their own Health & Safety Policy and our Health & Safety Policy are not jeopardised.

This Policy will be reviewed and revised where necessary on at least an annual basis.

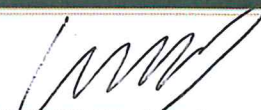
Signed & Dated August 2024



Andy Sargeant, City & Country
Group – Director responsible for
H&S



Marco Sidoli, City & Country
Construction Ltd – Director
responsible for H&S



Wayne Douglas, Managing Director