



## Health and Safety Policy

This policy covers Argenbright Security Europe Limited (13249975) and its subsidiaries, The Protector Group (03448690) and Amberstone Security Limited (10259434). All operating under the same policies, procedures, and management.

A safe and healthy working environment will be provided to each employee, contractor and visitor. Through consistent and continuing efforts, incidents and occupational illnesses can be prevented. Top management involvement and commitment is crucial in driving a proactive health and safety culture where employees, contractors and visitors conduct business activities on behalf of Argenbright Security Europe (and its Subsidiaries) Limited. With ASEL we all share responsibility to achieve the highest standards of OH&S performance and we will strive to provide the highest standards of protection to our colleagues and those for whom we are responsible.

Argenbright Security Europe (and its Subsidiaries) Limited is passionate about maintaining a safe and healthy work environment for its employees, contractors and visitors and therefore is committed to:

- Continual improvement of our Health and Safety management system procedures and controls and ensure that they are measurable by performance.
- Providing a positive safety culture in which every employee, contractor and visitor feels free to speak up about non-conformances, undesirable or unsafe situations or any other OH&S issues.
- Having a risk-based process in place for the identification, classification, prioritisation and control of hazards and risks.
- Implementing effective approaches to protect people from safety and health risks.
- Consulting and collaborating with employees and other stakeholders on OH&S matters.
- Establish the organisational context in line with our strategic direction.
- Identify and record our internal/external needs and expectations of interested parties.
- Evaluate the company risks and opportunities.
- Provide instruction and training for all our employees on important and statutory health and safety requirements.
- Providing a clear definition of health and safety responsibilities throughout the company.
- Identify, manage and review our legal requirements and ensure commitment to compliance with applicable Occupational Health and Safety legislation and all other requirements.
- Ensuring that health and safety concerns are considered when developing and changing business activities, procedures, processes and products.
- Ensuring adequate resources are available to fulfil this policy.

### Implementation:

- Set key objectives and meet targets and action dates on health and safety issues that will be reviewed at the scheduled management review meetings.
- We aim to achieve the objectives through hazard identification, risk assessment and by implementing appropriate management system controls including ISO 45001.
- Review the internal/external needs and expectations of interested parties at management review.
- Review our health and safety policy every 6 months at management review or if necessary due to change.
- The effective implementation of this policy requires the co-operation and active involvement of all employees at all levels in all areas of the business.
- ASEL will monitor, measure, manage, review records, investigate, identify root cause analysis, effectiveness of corrective/preventative action and process any breaches of health and safety should they occur.



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### Employees are required to:

- Co-operate with the company to ensure compliance with all applicable statutory requirements by working in accordance with the safety management system and safe systems of work.
- Work safely to ensure their personal health and safety and that of any person who could be affected by their acts and omissions.
- Report any areas where existing safety arrangements fail to reduce risks to an acceptable level.
- The Health and Safety Policy is communicated to all persons working for or on behalf of Argenbright Security Europe (and its Subsidiaries) Limited. This policy will be displayed at all business addresses. If amendments are made to the policy, they will be circulated to all accordingly. The policy is available to all external parties via our website or hard copy upon request.

The Managing Director supported by top management and the compliance department will be responsible for implementing and reviewing this policy as well as monitoring the company's health and safety performance for continued improvement in reducing risk.

This policy statement represents our position on health and safety issues, and ensures our commitment to health, safety and welfare through establishing, implementing and maintaining our health and safety management compliance to ISO 45001.

The safety manual and the associated procedures/processes and documentation relating to our Health and Safety Management System within the company are approved by the undersigned.

A handwritten signature in black ink, appearing to read 'Dan Hardy', written over a light blue horizontal line.

Dan Hardy  
Managing Director

March 2024