

Health and Safety Policy Statement

Purpose

Panton McLeod is part of the Stonbury Group of companies. We are proud of our position as a specialist to the water and environment industry. We believe that people are key to maintaining this position. This is why we take the health, safety and wellbeing of our employees, and other affected by our activities, as being of paramount importance. Good health, safety and wellbeing is good business, and we expect all of our employees, and our supply chain, to apply exemplary standards of health, safety and wellbeing management in our workplaces, and in the services that we deliver.

Scope

This policy is specific to Panton McLeod Limited but remains in line with the Health, Safety and Wellbeing Group Policy. It applies to all work activities undertaken on behalf of Panton McLeod Limited.

Commitment

The Panton McLeod Board will demonstrate an ongoing commitment to improving health, safety and wellbeing at work by promoting best practices throughout the organisation that meet, and where practicable, exceed both our statutory and moral obligations. We aim to ensure the health, safety and wellbeing of our employees, and others affected by our activities. The board is committed to ensuring that all employees recognise their obligations and feel empowered to apply, and enforce, exemplary health, safety and wellbeing practices.

We will:

- Aim to eliminate and reduce health, safety and wellbeing risk.
- Define roles and responsibilities for health, safety and wellbeing.
- Consult with employees on matters affecting their health, safety and wellbeing.
- Set, and regularly review, health, safety and wellbeing objectives, taking measures to achieve health, safety and wellbeing excellence by eliminating or controlling any foreseeable hazards that might result in harm or loss.
- Provide appropriate resources, information, instruction, training and supervision to ensure the health, safety and wellbeing of employees at work and others affected by our activities.
- Provide and maintain a safe and healthy environment to ensure safe access to, and egress from, the workplace.
- Deploy measures to prevent ill health and injuries related to psychological risk and promote wellbeing at work.
- Maintain a 'Just Culture', where all can speak out without fear of reprisal but where repeated, wilful error is not accepted.

- Encourage our supply chain to implement their own health, safety and wellbeing policies and standards that are equal to, or better than, our own.
- Maintain Health and Safety Management Systems compliant to ISO 45001 and use this system to continually improve health, safety and wellbeing.

Review and Communication

This policy will be reviewed at least annually. We will communicate this policy at all levels of the organisation and make it available to interested parties on request.



Neil Bonini
Finance Director
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