

Occupational Health & Safety Policy

The Springfield group of companies cares about our people and the communities within which we operate. As a responsible employer we recognise both our statutory duties and moral responsibilities.

We strive to achieve high standards of health and safety performance beyond the basic requirements of legislation, wherever reasonable and practicable. To facilitate this, all business elements of the group have a responsibility to maintain effective health and safety management systems and seek to foster a health and safety culture characterised by openness, honesty, integrity and teamwork. The systems and culture are designed to:

- Encourage and assist personnel to eliminate the hazards and risks in their work environment;
- Seek to engage through consultation with the workforce in improving health, safety and welfare standards and practices;
- Encourage personnel to take responsibility for their own health and safety and that of others and empower and encourage them to intervene wherever they encounter unsafe acts or unsafe conditions;
- Instill a sense of collective responsibility for health and safety performance and the prevention of work related injury and ill health;
- Recognise the importance of compliance with our management system requirements;
- Respect, and wherever possible enhance, the communities and environments within which we operate.
- We will establish OH&S objectives to continuously improve the management system

To enable us to cultivate and maintain this culture, we are committed to ensuring that:

- We have an effective health and safety organisational structure, with clearly defined roles and responsibilities;
- Adequate monitoring and reporting of our health and safety performance are carried out to ensure compliance with statutory provisions and our own system requirements;
- Arrangements are in place to review the efficacy of our Health and Safety Management System, and, as appropriate, recommend amendments to it;
- Competent health and safety advice is available to all personnel;
- Appropriate health and safety training is identified for, and delivered to, all personnel;
- Risks to the health, safety and welfare of our personnel, and others affected by our operations, are properly assessed, and as appropriate eliminated or controlled.

While the board of the Springfield group has executive responsibility for health and safety, the Group SHEQ Director has delegated responsibility for the implementation of Health and Safety management with the assistance of regional Health and Safety Managers.

This policy document will be brought to the attention of all employees and will be reviewed on a regular basis – no less frequently than annually.

Signed:

Date: 23rd September 2025



Innes Smith
Chief Executive Officer

Document Ref	Document Name	Process Owner & Job Title	Date	Date of Next Review
IMS-A02.1	Health & Safety Policy	Innes Smith Chief Executive Officer	September 2025	September 2026