



# health & safety policy

The FT Group are committed to carrying out our work in the safest possible manner, minimising all occupational health and safety risks arising from all its activities and services. We have established an Integrated Management System based on the requirements of ISO 45001:2018, and are dedicated to ensuring the implementation and continual improvement of this system.

This incorporates specific commitments to:

- Managing the working environment for all staff, eliminating or mitigating hazards to reduce the risk of accidents, injury and ill health.
- Provide the best possible work equipment and put processes in place to ensure activities are carried out in the safest way possible.
- Increase awareness about the importance of wellbeing, and put mechanisms in place to support our workers to reduce stress and maintain good mental health.
- Comply with relevant health and safety legislation and promote best practice throughout the organization and to our customers, suppliers and subcontractors.
- Verify the health and safety credentials of our supply chain.
- Maintain a high level of health and safety awareness, motivation and training for all employees.
- Consult with workers regarding occupational health and safety and involve them with updates to the management system.

As part of an on-going process to achieve these aspirations we set measurable objectives and targets that are established, communicated and reviewed at regular intervals.

The FT Group communicate this policy to all employees and ensure it is understood and adhered to. We recognise that the management of occupational health and safety is the prime responsibility of senior management, who will ensure that there are adequate resources available (both human and financial) to implement this policy.

It is also recognised that this policy can only be successfully implemented with the involvement of all employees and contractors. The upper management will therefore actively promote and encourage the cooperation, involvement and participation of all employees and contractors.

As Chief Executive Officer, I am fully committed to ensuring the implementation of this policy and continual improvement of our health and safety management system.

Signed:

Name: Duncan Frazer, CEO

Date: 10/09/2025

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