

# HEALTH & SAFETY POLICY STATEMENT

October 2023

I/We look to ensure Michelmersh Brick Holdings PLC remains fully committed to providing a healthy, safe working environment for all employees and stakeholders affected/involved with our operations.

I/We will work to see that the Board and ALL employees ensure that Health & Safety takes priority over all other actions/operations throughout the business. Health & Safety must never be compromised. I/We acknowledge that people are a key resource within Michelmersh Brick Holdings PLC and therefore the Board and all Management shall be committed to ensuring the competence of all employees. Training will continue to be given and recorded.

I/We will endeavour to keep up-to-date with current best practice on all Health & Safety matters and ensure the Board and Management do the same. I/We will observe all relevant statutes, regulations and codes of practice associated with Health & Safety, which will ensure the Company as a whole meets and exceeds Health & Safety obligations. I/We will ensure that the Board and Management do the same through the provision of any necessary expert advice. I/We shall support the policy with financial and physical resources.

I/We shall maintain effective systems of communication on all Health and Safety matters; Health & Safety Committees will meet quarterly, chaired by the respective site manager. These meetings will be a forum for consultation with employee representatives on all matters affecting Health & Safety.

I/We are committed to the control of workplace hazards, by assessing risks and establishing risk control measures which are suitable and sufficient. The Board expects immediate action from line management and staff when dealing with day-to-day issues relating to company Health, Safety & Welfare.

This policy and all procedures can contribute to business performance, e.g. by reducing injuries and ill health and protecting the environment from unnecessary losses and liabilities. I/We recognise that accidents, ill health and incidents may result in failings from management control and are not necessarily the fault of individual employees; however, all employees are responsible for their actions and omissions and everyone must comply with the Company rules and arrangements regarding Health & Safety. Employees are authorised to stop any activity if they believe it to be unsafe, reporting any issue immediately to their line manager. Management will/must take immediate action as necessary to ensure employee safety is not compromised. Employee contribution to policy and procedure development and implementation is actively encouraged.

This Health & Safety policy statement will be reviewed annually to ensure continued relevance. In the meantime, we shall pursue progressive improvements in Health & Safety performance, details of which we shall include in the Annual Report.

I/We accept that we are ultimately responsible for the safety of all those affected by Michelmersh Brick Holdings PLC operations. To assist in meeting this responsibility, we shall appoint a senior management team and a Group Health & Safety Manager to coordinate Health & Safety within our business operations.



Frank Hanna  
Joint Chief Executive



Peter Sharp  
Joint Chief Executive

---

End