

Dunhills (Pontefract) Plc

Health & Safety Policy Statement

It is the policy of Dunhills (Pontefract) PLC to ensure the health, safety and welfare at work of all our employees, visitors and other persons within the workplace who may be affected by any of our activities.

Dunhills (Pontefract) PLC intends to carry out its undertakings ethically, and in such a way that the general public is not exposed to risks to their health, safety or welfare.

It is the intention of Dunhills (Pontefract) PLC to firstly identify, and then eliminate where possible, and where not possible, to reduce and control hazards in the workplace.

Dunhills (Pontefract) PLC will provide and maintain:

- 1) Display the HSE poster entitled 'Health and Safety Law What You Need to Know'.
- 2) Consult with our employees on matters affecting their health, safety and welfare.
- 3) Provide and maintain machinery, equipment and plant that is safe and without risk to health, safety and welfare.
- 4) Provide safe systems and arrangements for the handling, storage, transportation and use of articles and substances, without risk to health, safety and welfare.
- 5) Provide Information, instruction, training and supervision as is necessary to ensure the health, safety and welfare of all employees.
- 6) Ensure a safe place of work, including safe access and egress, where employees are empowered to remove themselves from work if they feel unsafe.
- 7) Provide a safe and healthy working environment and adequate arrangements for the welfare of employees.
- 8) Make suitable and sufficient assessment of the risks to the health, safety and welfare of employees and others that may be affected by their activities.
- 9) Review annually and revise as necessary this policy and provide adequate resources for its implementation.

The company Directors will ensure that adequate resources are made available so that health and safety is managed effectively, and where necessary, outside assistance will be requested as appropriate from, for example, the local Fire Service, the Health and Safety Executive, the Local Authority or other bodies with the skills and knowledge required.

A copy of this Policy Statement and the accompanying arrangements for health and safety will be available to all employees and can be found in the company drive. All such documents will be reviewed regularly, and updated as required, or in the case of any significant change in the premises, working conditions and practices, equipment and substances in use and any legal requirements which may affect the Health and Safety of our employees or anyone else who may be affected by our work.

Distribution and periodic review, update and control will be the responsibility of the undersigned Director of Dunhills (Pontefract) PLC.

Signed:

Chief Operations Officer

On behalf of the Board of Directors

Name: Simpson Ovans

Date: 16 September 2025