



## Health, Safety & Welfare Policy Statement

This policy applies to JSM Group Holdings Limited, including all UK and International subsidiaries and its personnel.

As a leading provider of integrated utility infrastructure solutions, JSM aims to prioritise the safety, health and wellbeing of everyone who interacts with our business. JSM believes no-one should be harmed whilst at work or when interacting with our operations. We also recognise the link between health and safety and efficiency, seeking to continuously improve and innovate to work smarter and safer, not harder, championing knowledge, skills and behaviours to enable our workforce to do the right thing to aid in our pursuit of a harm free future.

As part of our Integrated Management system (IMS) we will develop and maintain a Health & Safety Management System aligned to ISO 45001 and seek external accreditation of relevant operations. We apply a risk-based approach to identify, assess, and manage health, safety, welfare and wellbeing risks, ensuring resilience and continual improvement.

Our key commitments are to:

- Conform with all relevant legal, regulatory and relevant industry standards and requirements, whilst striving to achieve even higher standards.
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health by ensuring risks are identified, assessed, and appropriate controls implemented to eliminate hazards.
- Set measurable objectives and targets to enhance health, safety and wellbeing as part of a broader Environmental, Social & Governance (ESG) Roadmap.
- Continuously improving health, safety and welfare performance through practical, innovative, and cost-effective measures.
- Foster a culture of health, safety and welfare responsibility across the organisation. Empowering employees with the right training, resources, ongoing communication, consultation and recognition to meet our goals.
- Ensure all incidents are reported, investigated and reviewed to identify root causes and prevent recurrence and empower everyone to stop work due to health, safety and welfare concerns without fear.
- Promote of physical and mental health and general wellbeing practices.
- Engage with our supply chain to influence their health, safety and welfare performance.

The Board actively promotes leadership in health, safety, welfare and wellbeing management and commits to reviewing this policy annually of following significant organisation or legislative change and to communicate it within the organisation and externally to interested parties.

Michael Booth  
Chief Executive Officer

Date: 1 November 2025

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