



HEALTH AND SAFETY POLICY STATEMENT

The ultimate goal of our organisation is to ensure that our Health and Safety performance enables us to minimise, as far as reasonably possible, the causation factors of accidents and work-related ill health.

This philosophy extends to people outside of GRM and will be achieved through programmes of pro-active risk control systems for safety, health and the environment. We accept and intend to implement our statutory duties under the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and other subordinate legislation.

We appreciate that some accidents, ill health and incidents could happen, despite minimising the risk, and are not necessarily the fault of individuals. We will encourage and develop a supportive culture for Health and Safety, through pro-active input from our employees in Health and Safety management decisions, and will foster a culture of true co-operation and consultation with our people. This we believe will greatly assist us in achieving adequate control over risks.

To help us achieve our ultimate goal further, we will:

- Procure and maintain suitable work equipment;
- Ensure programmes of training and instruction are introduced to provide relevant individual competencies;
- Provide information on risks to Health and Safety of all individuals;
- Provide a workplace that, so far as is reasonably practicable, is safe for everyone.

Whilst we as directors accept ultimate responsibility for Health and Safety within our organisation, our people will assist us in playing their part in day-to-day Health and Safety management, by fulfilling their legal responsibilities for safeguarding themselves and third parties whilst at work.

All of our senior staff will ensure that adequate Health and Safety measures and resources are available at all times to allow our people to perform their tasks safely. Senior staff will monitor Health and Safety performance, both in our office environments and on off-site projects.

The promotion of health, safety and welfare standards at work is to be regarded as a mutual objective for all of our people, at all levels.

Signed on behalf of GRM Development Solutions Ltd. Board of Directors:

A handwritten signature in black ink, reading 'Geoffrey Beckett', is written over a light blue horizontal line.

Geoffrey Beckett
Director

Date: 21st January 2026