

Health and Safety at Work – Company Policy

It is this Company's policy to ensure a high standard of health, safety, and welfare among its staff at work, in all its operations.

Accordingly, the Company attaches great importance to the ongoing process of risk assessment and management of everything it does; ensuring it has in place the necessary information, systems, training and supervision as are required to comply with this policy whilst taking into account individual capabilities and experience.

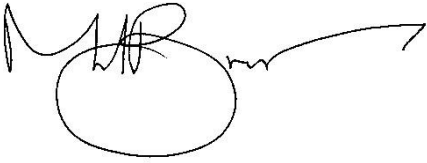
The Company's Systems and in particular those relating specifically to Health and Safety are an integral part of this process. All Company Systems are available to members of staff through the Brewers' intranet the HUB and regular training is provided.

In consultation with staff, the Company regularly revises and updates these systems to reflect altered operational requirements as well as new legislation and changes in official Codes of Practice. All employees are invited to comment when updates are drafted, and their attention is subsequently drawn to the finalised systems when they are posted on the HUB. Constructive suggestions for the further improvement of health and safety within the Company are always welcomed.

Under the *Health and Safety at Work etc Act 1974* every member of staff has a legal duty to comply with this Policy and with the provisions of the Company's Health and Safety Systems and to work in such a way that will not endanger either their own health and safety or that of any other member of staff, visitor or member of the public on Company premises. The Act also dictates that no member of staff should interfere with, or misuse items provided by the Company to safeguard the health and safety of staff in compliance with the Act.

Any unsafe condition or practice, or any impairment of our safety systems must be reported to Managers and Supervisors, who have a key role in implementing the Company's Health and Safety Policy, through their knowledge, experience and positions of responsibility.

Managers will if appropriate refer to the Legal & Estates Director who is responsible for Health and Safety or if the matter concerns road vehicles, to the Head Office Transport Manager. On issues of mental or physical health, Managers may ask the Legal & Estates Director, the People Director or their own Director to refer any case to the Company's Occupational Health Advisor.

A handwritten signature in black ink, featuring a large, stylized 'R' with a horizontal line extending to the right and a circular flourish below it.

Chairman - On behalf of the Board

January 2024