

At Bell Ingram, we are committed to protecting the health, safety and wellbeing of our employees and anyone who may be affected by our work.

We recognise our duties under the Health and Safety at Work etc. Act 1974 and will, so far as is reasonably practicable, provide a safe and healthy working environment.

We are committed to eliminating hazards and reducing health and safety risks, and to continually improving our health and safety management system.

We also recognise that good health and safety relies on everyone working together. We expect all employees to take reasonable care of themselves and others and to work with us to maintain safe working practices.

1. What we will do

We will:

- Provide adequate resources to manage health and safety effectively
- Carry out risk assessments and review them regularly
- Provide and maintain safe systems of work
- Ensure the safe use, handling, storage and transport of equipment and substances
- Provide appropriate information, instruction, training and supervision
- Provide health surveillance where appropriate
- Ensure that plant, equipment and workplaces are safe and properly maintained
- Provide a safe working environment, including suitable welfare facilities
- Ensure safe access to and from all workplaces
- Monitor our performance and continually improve our health and safety management system
- Learn from incidents, accidents and near misses to prevent recurrence
- Consult with and encourage the active participation of employees in improving health, safety and wellbeing

2. What we expect from employees

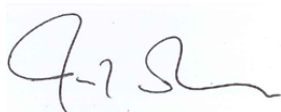
All employees are expected to:

- Take reasonable care for their own health and safety and that of others
- Co-operate with us in meeting our legal duties
- Follow safe working procedures and training provided
- Report hazards, concerns, incidents and near misses promptly
- Not misuse or interfere with anything provided for health and safety

3. Communication and review

- We will maintain open and effective communication on health and safety matters across the business
- Employees are encouraged to raise any concerns with their line manager or Health and Safety Coordinator
- This policy provides a framework for setting and reviewing our health and safety objectives
- This policy will be reviewed at least annually and updated where necessary
- Any significant changes will be communicated to all employees
- Further detail on our arrangements for managing health and safety can be found in our Health and Safety Policy Manual and supporting procedures.

Signed:



Mark Mitchell (Managing Partner)

Date: 7 April 2026