

The management of Adler and Allan recognises that it has a duty of care towards protecting the health & safety of its employees and others who may be affected by the company's activities by preventing injury and ill health, and that managing health and safety is a business-critical function.

In order to discharge its responsibilities, the management will:

- Bring this Policy Statement to the attention of all employees
- Carry out and regularly review risk assessments to identify proportionate and pragmatic solutions to reducing risk
- Communicate and consult with our employees on matters affecting their health and safety
- Comply fully with all relevant Health and Safety legislation, including Railway Industry Standards, all relevant contractual and legal requirements, codes of practice and regulations at International, National, and local levels
- Set objectives in support of continuous improvement and implement appropriate programmes
- Eliminate risks to health and safety, where possible, through selection and design of materials, buildings, facilities, equipment, and processes
- Encourage staff to identify and report hazards so that we can all contribute towards improving safety
- Ensure that emergency procedures are in place at all locations for dealing with health and safety issues
- Maintain our premises in good order and provide and maintain safe plant and equipment
- Only engage contractors who are able to demonstrate due regard to health & safety matters
- Provide adequate resources to control the health and safety risks arising from our work activities
- Provide adequate training and ensure that all employees are competent to undertake their assigned tasks and satisfy client expectations
- Provide an organisational structure that defines the responsibilities for health and safety
- Provide appropriate information, instruction and supervision for employees
- Regularly monitor performance and revise policies and procedures to pursue a programme of continuous improvement
- Where risks cannot be eliminated, they will be minimised by substitution, safe systems of work, the use of physical controls or as a last resort the use of personal protective equipment
- ISO 45001 Standard is maintained
- Safe behaviours are promoted, and persons exhibiting unsafe behaviours are re-educated
- Staff refusing to work on the grounds of health & safety will be supported.

This Health and Safety Policy will be reviewed at least annually and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all employees.

Signed by: Henrik Pedersen



Position: CEO

Date: October 2025