



Building tomorrow

Health and Safety Policy Statement

Ardex UK Limited is committed to ensuring, that all reasonable and practical means are taken to ensure the health, safety, and welfare at work of all its employees, contractors, visitors, and others who may be affected by our operations.

This policy demonstrates our commitment to fulfilling the requirements of ISO 45001:2018 and provides the framework for our Occupational Health and Safety Management System.

Our objective is to prevent work- related injury and ill health, eliminate hazards, reduce risks and maintain a safe and healthy working environment. We are committed to establishing a positive health and safety culture and continually improving our occupational health and safety performance. This commitment is underpinned by full compliance with all applicable legislation and other requirements related to occupational health and safety.

To achieve this, the Company has established and maintains an Integrated Procedures Manual that includes the policy and clearly defines the health and safety duties and responsibilities of all employees, including senior leaders, managers, and contractors.

The Company, departmental and individual objectives and procedures define the approach of the organisation towards health and safety and are designed to support a proactive culture of prevention, accountability, and continual improvement.

We recognise that effective health and safety management includes:

- Eliminating hazards and reducing occupational risks by identifying, assessing and controlling all sources of harm in the workplace
- Reviewing and improving performance through audits, incident analysis, monitoring, inspections and management review.
- Ensuring that employees are trained, competent and equipped to carry out their roles safely with awareness of their responsibilities
- Maintaining robust emergency arrangements, including fire safety, evacuation procedures, and first aid provisions, which are tested, communicated, and regularly reviewed.

All employees have a duty to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions and to carry out their duties in accordance with safe working practices. Everyone is expected to actively co-operate with safety procedures and to report unsafe conditions, incidents, or near-misses. Ardex UK Limited operates an open culture to encourage transparent reporting.

We are committed to meaningful employee engagement and will consult with staff and their representatives on health, safety, and wellbeing matters. Worker participation and involvement is actively encouraged in identifying and controlling workplace risks.

This policy is communicated to all persons working under the organisations control, and is available on noticeboards, the intranet and the company website.

This policy will be reviewed annually, or earlier where significant legislative or operational changes occur, and is formally endorsed by senior leadership to ensure its relevance, effectiveness, and integration into our strategic objectives.

David Hackett
Managing Director