Health and Safety Policy



Prepared by **Citation Limited** 22/10/2026

Disclaimer

This Health and Safety Policy has been developed by Allgood Limited in conjunction with Citation Ltd to discharge our legal duties and to ensure the well-being and safety of all individuals, who may be affected by our acts or omissions associated with our work activities. We recognise the paramount importance of creating and maintaining a safe and healthy working environment and which meets the requirements of relevant legislation.

We are fully committed to upholding the highest standards of health and safety across all our activities. We expect our employees and others who may work on our behalf to uphold this commitment to protect the health, safety and well-being of all those affected by our operations. This Policy will be communicated to our employees and other interested parties.

In order to ensure the health and safety policy is maintained effectively, it is essential that all references and information are up-to-date and accurate. Where changes occur within our business or enterprise e.g. the introduction of new processes or systems, or where there are organisational changes that impact on the health and safety responsibilities, a nominated representative will notify Citation Ltd to ensure that relevant changes are made.

For us to fulfil our statutory duties, employees are legally required to cooperate with management on all matters pertaining to health, safety, and welfare. We encourage all employees to inform management of any areas of the health and safety policy that they feel are inadequate or misrepresented to ensure that the policy is maintained as a true working document.

While Citation Ltd provides advice aligned with health and safety legislative frameworks, ultimate responsibility and accountability rest with Allgood Limited. This includes the identification and implementation of risk control measures, reinforcing our commitment to the health, safety, and welfare of our employees and all those affected by our actions.

Health and safety management system

The law requires that employers have suitable arrangements in place to manage health and safety in their own and every workplace under their control workplaces. To support with this, Allgood Limited engaged the services of Citation Ltd.

As part of our commitment to good and effective health and safety management in our business we will regularly review our policy arrangements with our employees and with Citation and will make changes and improvements whenever needed.

This health and safety policy has been designed to be integrated with any formal management system that may be in place (e.g. ISO) and we'll monitor its effectiveness by following the widely recognised cycle of Plan, Do, Check, Act.

More guidance on this and the topics in this policy is available in Atlas, the Citation on-line platform. The "Useful Documents" area and sustainability hub are good places to start when looking for resources and guidance.

Health and Safety policy statement

Compliance and Commitment
Allgood Limited commits to ensuring, as far as reasonably practicable, the health, safety, and welfare of our employees and others affected by our operations. We commit to eliminating hazards where reasonably practicable and reducing occupational health and safety risks through effective control measures.

We commit to:

- Controlling risks from work activities.
- Consulting with employees or where they exists workers representatives on health and safety matters.
- Providing safe working conditions and equipment for the prevention of work-related injury and ill health.
- Providing necessary training and supervision.
- Preventing accidents and health issues.
- Complying with relevant Health, Safety and Fire legislation and fulfilling other applicable occupational health and safety requirements.
- Establish, review, and achieve measurable occupational health and safety (OH&S) targets and objectives to drive ongoing performance.

Chief Executive Officer Responsibilities:

- Implement and adapt the health and safety policy as needed.
- Ensure sufficient resources are allocated to meet safety objectives.
- Set and monitor OH&S targets at an organisational level, reviewing progress on a regular basis.

Management Responsibilities:

- Prioritise health and safety to prevent injuries and property damage.
- Protect all persons from foreseeable risks.
- Support the delivery of OH&S targets within their areas of responsibility and contribute to the identification of improvement opportunities.

Employees Duties and Consultation:

- Employees are informed of their duties under this policy.
- Employees and their representatives are consulted and actively involved in hazard identification, risk assessments, incident investigation and continual improvement of health and safety arrangements.
- Employees are encouraged to actively participate in continual improvement initiatives and to raise suggestions that contribute to a safer working environment.

Systematic Safety Management
We have implemented arrangements to support the effective implementation of this health and safety policy and we commit to:

- Identify hazards, assess risks, and determine control measures.
- Ensure all employees understand and follow the necessary safety procedures.
- Prepare emergency procedures, including evacuation in case of fire or other significant incidents, are clearly set out and communicated to all staff.
- Continually improve our OH&S management system by monitoring performance, conducting regular reviews, and taking corrective action where needed.
- Set measurable OH&S targets and objectives on a regular basis, tracking progress and reporting outcomes to relevant stakeholders.

This policy is appropriate to the purpose, size and context of the organisation, and to the specific nature and scale of its occupational health and safety risks and opportunities. It provides a framework for setting and reviewing OH&S objectives.

We regard all health and safety legislation as setting a minimum compliance standard which we aim to exceed wherever possible, and we expect management to achieve their targets without compromising health and safety in any way. Our commitment to continual improvement means we will proactively seek opportunities to raise our health and safety standards beyond mere compliance, fostering a culture where safety excellence is an ongoing priority.

Signature:		Date:	23/10/2026
Position:	Managing Director	Review:	23/10/2026