

Health, Safety and Wellbeing

The management of Nurture Landscapes Group recognises that it has a legal duty of care towards protecting the Health, Safety and wellbeing of its colleagues, client personnel and members of the general public, who may be affected by the company's activities. It is committed to protecting and promoting the health and safety of its colleagues and others to prevent injury and ill health and recognises that managing health and safety is a business critical function.

In order to discharge our responsibilities the management of Nurture Landscapes Group will:

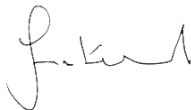
- Bring this Policy Statement along with the Environment, Energy and Quality policy statements to the attention of all colleagues.
- Carry out and regularly review risk assessments with the involvement of colleagues to identify proportionate and pragmatic solutions to reducing risk.
- Communicate and consult with our colleagues on matters affecting their health, safety and wellbeing.
- Ensure that a procedure is in place to provide site visits, safety engagements and health & safety inspections
- Comply fully with all relevant legal and other requirements such as codes of practice and regulations at International, National and Local levels.
- Eliminate hazards and reduce risks to health and safety, where possible, through selection and design of materials, buildings, facilities, equipment and processes.
- Encourage colleagues 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 to ensure safe & healthy working conditions, and provide and maintain safe plant and equipment.
- Only engage contractors who are able to demonstrate compliance with our health & safety policy.
- Provide adequate resources to control the health and safety risks arising from our work activities.
- Provide adequate training and ensure that all colleagues are competent to do their tasks.
- Provide an organisational structure that defines the responsibilities for health and safety
- Provide information, instruction and supervision for colleagues.
- Regularly monitor performance using accident, near miss and other incidents data and revise policies and procedures to pursue a programme of continual improvement through an objectives programme which will be reviewed on an annual basis.
- Where risks cannot be eliminated they will be minimised by substitution, the use of physical controls or, through safe systems of work or as a last resort, the use of personal protective equipment.
- Provide our colleagues with an environment that promotes healthy lifestyle choices, provide education on wellbeing issues and encourage them to participate in initiatives that support their health & wellbeing.

This Health & Safety and Wellbeing 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 colleagues and other interested parties.

Name: Gareth Kirkwood

Date: 1st October 2025

Signed:



Position Chief Executive Officer

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