HEALTH AND SAFETY POLICY STATEMENT

Safety isn't about statistics. It isn't separate from our business. It's central to everything we do, and we do not compromise on it. Even one accident is one too many. So, if it isn't safe, don't do it.

This is the Health and Safety Policy Statement under the Health and Safety at Work etc. Act 1974 for AJN Steelstock Ltd, and it is the intention of this company to comply with both the requirements and the spirit of the act and all relevant regulations, codes of practice and any industry standards made under it.

This Policy Statement reflects our commitment to the health, safety and welfare of all employees (whether full or part time), and applies equally to activities undertaken on either our own or customers premises.

We are committed to ensuring that hazards are identified and eliminated. Risks affecting health and safety will be reduced as far as is reasonably practicable.

The management of this company accepts its responsibility to take all necessary steps to ensure that all systems of work are as safe as is reasonably practicable and all equipment is maintained in a safe condition and operated correctly.

We will ensure that any substances are used, handled and stored in a safe manner.
Relevant training will be provided and the competence of all employees to fulfil their responsibilities under this policy will be ensured.

Adequate information, instruction, training and supervision will be made available for every employee.

The company is committed to ensuring that a framework exists to ensure that Employees are consulted on all matters affecting health and safety and this policy and any revisions will be brought to their attention.

All employees will be expected to exercise personal responsibility in preventing work related ill health and injury to themselves and others, and to co-operate with the management in complying with health and safety legislation.

All employees and contractors will be made aware of their Health and Safety obligations and compliance with this policy is a condition of employment.

To facilitate our commitment for continuous improvement and the prevention of injury and ill health, we will identify specific health and safety targets and objectives. A framework for

these targets and objectives will be outlined with timescales and responsibilities. Progress towards achieving these objectives will be closely monitored.

Periodic auditing of our Health and Safety Management System will be undertaken to ensure its continued suitability and effectiveness and we will review this policy at least annually and revise it as often as is appropriate.

If each and every one of us puts safety at the heart of everything we do, together we can help ensure that our workplace is safe.

So how can we make sure that safety is at the centre of everything we do?

BEING OPEN AND HONEST

We all have a duty to report and share information. It's not just accidents and emergencies that need to be recorded, but also those close calls.

Getting that feedback means we will learn and get better at what we do. Let's understand what went wrong, why it went wrong, and how we can make improvements.

EMBRACING SAFETY

It can be easy for people to see safety as getting in the way and slowing us down. The truth is that working safely improves productivity. Those who are organised and plan ahead, invariably do well and have fewer accidents.

If you think about it, shortcuts are often when accidents happen. So don't take them.

MAKING OUR PROCEDURES CLEAR

As a business, we need to make sure that people understand what they need to do to stay safe.

Our processes, safe work systems and basic rules are much more likely to be remembered and adhered to if they are presented in a clear and uncomplicated way.

TRUSTING OUR INSTINCTS

If something doesn't feel safe, the chances are it's not. So, don't do it, stop the job and speak up. If you see others doing something that feels risky, stop them and report it.

I don't believe in having a blame culture within AJN Steelstock. I do believe however, that only by standing up and being counted, and highlighting where safety can be improved, can we, AJN Steelstock, have a safer company for everyone.

Signed _____ **Date: 05 November 2025**

Neil Boyden (Managing Director)

Revision Number	Date	Change
01	October 2018	Wording modified to meet the requirements of ISO 45001:2018
02	October 2020	Wording modified to include "training".
03	March 2021	Document updated to reflect the new marketing template.
04	October 2023	Reviewed and re signed by NB
05	October 2024	Reviewed and re-signed by NB
06	November 2025	Reviewed and re-signed by NB