

# Health, Safety, Environment and Quality Policy

## Statement of Intent

### The Scot JCB (Holdings) Ltd Group of Companies

This policy includes:- Scot JCB, Stewart Plant Sales(SPS), Scot Industrial Air (SIA), Scot Agri.

The Directors recognise and accept our responsibility as an employer for providing a safe, healthy workplace and work environment for my employees and others (contractors, visitors, and the public) that may be affected by my work. The Directors as the Employer undertake to comply with all statutory health, safety, environment and quality requirements.

#### 1. Our general intent:

- To provide adequate control of the health and safety risks arising from our work activities;
- To consult with our employees on matters affecting their health and safety;
- To provide and maintain safe plant and equipment;
- To ensure safe handling, storage and use of substances;
- To provide information, instruction and supervision for our employees;
- To ensure all employees are competent to do their tasks, and to give them adequate training;
- To provide safe systems of work;
- To prevent accidents and cases of work related ill health;
- To maintain safe and healthy working conditions; and
- To review and revise this policy as necessary at regular intervals.

#### 2. Use of Reasonably Practicable Means

Scot JCB Ltd intends to adopt all reasonably practicable means to eliminate hazards and reduce the risks of injury to its employees and others (visitors, contractors and members of the public), and the risk of damage to its property. The Company will ensure that resources are made available to provide:

- Plant, equipment and systems of work that are safe and without risks to health, them and the environment;
- Safe arrangements for the use, handling, storage and transport of articles and substances;
- A safe place of work with safe access to it and safe egress from it;
- A healthy working environment;
- Adequate welfare facilities and arrangements;
- Sufficient information, instruction, training and supervision to ensure all employees are aware of the hazards at their workplace together with the necessary measures to be taken to protect against these hazards;
- A monitoring, inspection and auditing procedure to ensure the effective management of health and safety throughout the Company; and
- To encourage the co-operation of the employees.

Last Reviewed: August 2025, next review August 2026