

# GROUP WORKSAFE POLICY STATEMENT

August 2024

BO/2+PO/2/3/1/2+BELO/1/02-2106

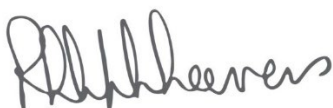
**McLaughlin & Harvey strive to ensure that no individual working for, or on our behalf, carry out work where there is any form of unaccounted risk.**

Any individual working for, or on our behalf, has an unconditional right to refuse working under any circumstance or environment that they perceive as unsafe. This refusal to work will carry no consequence to the individual and the circumstances regarding the refusal to work must be fully investigated. It will be the duty of senior management to carry out this investigation and take any resulting action.

In any instance where a refusal to work is made due to safety concerns, the refusal shall be responded to swiftly and positively, ensuring the employee is informed of any findings and decisions made as a result.

Should an individual prefer to remain anonymous, they should report any concerns via the confidential hotline which is displayed throughout the site.

We will bring this policy to the attention of our employees, all businesses within the Group, our supply chain partners and other interested parties, as collectively their support and professionalism is essential in making it truly effective.



**Philip Cheevers**  
McLaughlin & Harvey