

## Health & Safety Policy 2026

This is the Health & Safety Policy Statement for Bancroft Limited

Mr. Barry Martin, Managing Director, has overall responsibility for the Health and Safety Policy, its formulation, accomplishment, and development.

Health & Safety is at the forefront of our business and will never be compromised with any other objectives.

The Company shall provide adequate control of the health and safety arising from our work activities, for all our employees and for any other persons who may be affected by our activities, so far as is reasonably practicable.

The Company will consult with our employees on all matters affecting their health and safety and an open-door policy is promoted for all employees to raise any health & safety concerns or to implement new practices.

The Company will provide adequate financial resources for the implementation and development of all health & safety issues.

The Company will provide information, instruction, training, and supervision for all employees, along with providing and maintaining safe plant and equipment for their use and ensure safe handling and use of substances as required.

The Company will work towards reducing and preventing accidents and cases of work-related ill health and maintain safe and healthy working conditions as far as reasonably practicable.

Competent information and advice can be obtained from Jason Dodd, SHEQ Director, or from any of the appointed SHEQ Advisors.

The requirements of the Health and Safety at Work Act 1974 and all obligations imposed by the Act and all other Regulations, Codes of Practice and Guidance Notes affecting the activities of the company are always to be complied with.

The Company will meet the requirements of and accreditation to ISO 45001:2018 and will strive for continual improvement of health & safety across the business activities.

The Health and Safety Policy is the direct concern of all employees, and the company will review and revise the policy as and when necessary, or at regular intervals of no longer than 12 months.

Signed:



Name: Barry Martin

Title: Chief Executive Officer

Date: 12th January 2026