



# HEALTH AND SAFETY POLICY

*Revised and updated March 2024*

**SigmaRoc is an AIM-quoted lime and limestone group targeting quarried materials assets in the UK and Northern Europe.**

**SigmaRoc aims to ensure that our business activities are carried out in a manner that ensures the health and safety of all our employees, contractors, visitors and communities.**

**We aim to ensure that our employees are aware of their responsibilities for the leadership, resourcing, implementation, compliance and monitoring of the operations within their control and work proactively to ensure that all risk is controlled through effective process and employee engagement.**

**The core principles that will enable us to achieve our vision are:**

- Directors and managers across the organisation will demonstrate clear health and safety leadership at all times, promoting a positive culture, whilst also ensuring that health and safety systems and processes are clear, implemented, monitored and reviewed.
- All business leaders will be held accountable for the delivery of health and safety improvement targets and for defining health and safety roles and responsibilities.
- Provision and maintenance of safe and healthy working conditions, systems of works and equipment, supported with suitable information, instruction training and supervision.
- Employees will understand and take responsibility for health and safety, and work together to eradicate health and safety risk and this to include the active reporting of unsafe acts, conditions, near hits and incidents.
- All near hits and incidents will be investigated with remedial actions carried out if required.
- Continuous Improvement will be achieved by the development of Group and Local business targets which will be monitored.
- Relationships will be developed with industry bodies to enable sharing of best practice and provide opportunities for continuous development of health and safety standards.
- Employees will be engaged with the management to improve health and safety with effective communication and consultation systems in place.
- All Employees will have the necessary health and safety competence for the activities they undertake with training and development provided as required to reduce risk.
- All Contractors will understand and take responsibility for their health and safety, co-operate with company employees at all times, ensure they report unsafe acts, conditions, near hits or incidents and be competent to carry out tasks they undertake.

- All Business Leaders review will ensure that their health and safety policy, systems and processes are aligned to this policy and that an effective health and safety management system is being maintained and monitored and compliant with all relevant legislation.
- **SigmaRoc PLC are committed to ensuring that all our activities are managed in a way that minimises risk and prevents ill health and injury.**
- This Policy will be reviewed annually by the board to ensure it meets the needs of the organisation.

#### **Breaches of this policy**

- Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.