

Part 1: Statement of Intent

By Shanker Patel, Chief Executive Officer

At Lords Group Trading, we believe in the principle of **“Everybody Safe, Every Day.”** The safety, health and wellbeing of our colleagues, customers, contractors and wider community is at the heart of everything we do and is fully aligned with our Vision and Values.

We are committed to fulfilling our responsibilities under the Health and Safety at Work etc. Act 1974, and all other applicable UK health and safety legislation. We aim not only to comply with legal duties, but to go beyond them by embedding safety into our culture.

Our goal is continuous improvement, proactively identifying and managing workplace risks to prevent injury, ill health and environmental harm. Wellbeing and Safety are foundations of our business, and we empower every team member to take ownership of safety by raising concerns and contributing ideas for improvement.

Through our Learning Always mindset, we provide regular training and up-to-date resources, ensuring our teams have the skills and competence to deliver excellent customer service, safely. We regularly review and update our policies and procedures to reflect advances in technology, industry best practice, and legislative change.

As a leadership team, we are committed to fostering a positive health and safety culture. One built on empowerment, open communication, participation and collaboration at every level of our organisation.

As Chief Executive Officer, I personally accept responsibility for ensuring that Lords Group Trading remains a safe, healthy and supportive place to work. By living our values and working together as the Lords Group Family, we can ensure that everyone returns home safe and well every single day.



Shanker Patel

Chief Executive Officer

Lords Group Trading plc

Dated: May 2025

Part 2: Responsibilities for Health and Safety

Ultimate responsibility for health and safety rests with the Chief Executive Officer, Shanker Patel.

Key responsibilities are as follows:

- › Board of Directors: Provide strategic oversight and ensure adequate resources are allocated.
- › Chief Executive Officer: Overall accountability for ensuring effective health and safety management.
- › Chief Operating Officer, Managing & Operations Director(s): Ensures implementation of the policy across all business areas and compliance with applicable legislation.
- › Site / department / Branch Managers: Responsible for day-to-day management of health and safety in their areas, including supervision, induction, and risk assessments.
- › Group Head of Health and Safety: Provides competent advice and support in line with Regulation 7 of the Management of Health and Safety at Work Regulations.
- › Health and Safety Manager(s): Supports the implementation of the company's health and safety strategy, ensuring compliance with all relevant legislation, and promoting continuous improvement across all sites. This includes coordinating risk assessments, delivering training, monitoring performance, supporting incident investigations, and providing competent advice to managers and colleagues.
- › Employees: Have a legal duty to cooperate with the employer, follow safety training and guidance, report hazards, and take reasonable care of themselves and others.

Part 3: Arrangements for Health and Safety

The following arrangements are in place to ensure compliance with our health and safety responsibilities:

- › Conducting and regularly reviewing risk assessments for all work activities.
- › Maintaining a web-based health and safety management system to manage training, risk assessments, and incident reporting.
- › Providing all colleagues with adequate information, instruction, training and supervision.
- › Engaging team members through consultation and feedback, supported by a safety committee where applicable.
- › Ensuring all equipment is maintained in a safe condition and inspected according to statutory requirements.
- › Providing personal protective equipment (PPE) free of charge where required and ensuring it is used correctly.
- › Regularly monitoring and auditing health and safety performance at all sites.
- › Investigating all incidents and near misses to learn from experience and improve systems.

These arrangements will be continually reviewed to ensure they remain effective and suitable for our operations.