# Health and Safety Policy Statement

Health and safety is central to everything that we do at Campions, and we absolutely don't compromise on it.

*If each of us puts health and safety at the heart of everything we do then together we can ensure the safety of our customers, our contractors, the public, and each other.*

Some people may view health and safety as getting in the way and slowing us down. It doesn't. I want to make it clear that health and safety remains a top priority for Campions.

We are totally committed to having the best health and safety record and best reputation in our sector. This includes looking after the well-being and welfare of our employees as well as the prevention of work-related ill health and accidents.

To achieve this goal, we must all be fully committed to the promotion and implementation of effective health and safety policies and procedures throughout the business. Working collectively in consultation with employees and all stakeholders, it is Campions intention to safeguard the health, safety and welfare of all those affected by our operations.

We are committed to the identification and management of significant risks through preventative/protective measures where such risks are unable to be eliminated. In addition, we will ensure that our operations are carried out in accordance with legislation and we will strive towards achieving best practice.

The effectiveness of the health and safety management system is the subject of regular reviews with the Leadership Team. From these reviews we identify measurable objectives and targets which are monitored year-round to improve our health and safety management and performance.

It is our responsibility to ensure that we are enabled to meet our health and safety objectives by committing the necessary resources and providing suitable training, information and instruction to our employees.

The application of our health and safety policies, procedures and processes are the personal responsibility of everyone at Campions. Employees and members of our supply chain are expected and encouraged to co-operate and assist in the implementation of policies, in particular ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves or others.

The Leadership Team and I genuinely believe that a robust approach to health and safety is vital - for the benefit of everyone who works for Campions or who comes into contact with us. We also believe if all employees highlight where health and safety can be improved, we can achieve an excellent safety record and the best reputation in our sector.



**Keith Shields**
**Managing Director**
January 2026