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Safety, Health and Wellbeing Policy Statement

Sigma is committed to ensuring, as far as is reasonably practicable, the safety, health and wellbeing of its colleagues and other persons who may be affected by its activities. Sigma is committed to providing safe, healthy and wellbeing working conditions for the prevention of work-related injury, ill and mental ill health. Our ultimate objective is to create a positive safety, health and wellbeing culture which is embedded in all areas of the business to ensure that all risks are adequately controlled. Sigma is committed to complying fully with the Health and Safety at Work etc. Act 1974 and the legislation made under it, including the Management of Health and Safety at Work Regulations 1999 and other requirements.

Effective safety, health and wellbeing management is an integral part of our company culture and is recognised as a key driver in respect to achieving success in our business objectives. Sigma conduct their activities with the following aims to achieve our policy objectives:

- Ensure that our business operations are undertaken in accordance with good practice procedures which reflect compliance with current statutory safety, health and wellbeing legislation and other requirements
- Meet our responsibilities as an employer to do all that is reasonably practicable to prevent work-related accidents, injury, ill and mental ill health
- Ensure that the necessary resources are provided in relation to safety, health and wellbeing, including finance, equipment, personnel and time
- Provide and maintain safe working environments that are, so far as reasonably practicable, without risks to safety, health, wellbeing and welfare
- Ensure that all colleagues play an active part in the safety, health and wellbeing of the Company by consulting with them and providing them with adequate information, instruction, training and supervision for them to understand their role within the Company and ensure they are competent to fulfil that role
- Prepare and record risk assessments for all significant risks within the business
- Ensure that all plant and equipment is provided and maintained in a safe condition and is subject to routine and statutory inspections and examinations

David Dignam is the Group CEO of Sigma and has overall responsibility for safety, health, wellbeing and welfare. This is underpinned by other Directors, Managers and colleagues who also have responsibilities in various areas of safety, health and wellbeing throughout the business. While the Directors and Managers of Sigma will do all that is within their powers to ensure the safety, health, wellbeing and welfare of its colleagues, it is recognised that safety, health and wellbeing at work is the responsibility of each and every individual associated with the Company. As a condition of our employment, we require our colleagues to co-operate with us to ensure we meet with our objectives. We require our colleagues to:

- Take reasonable care of their own and other people's safety, health, wellbeing and welfare and to report any situation which may pose a threat to the well-being of themselves or any other person
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of safety, health, wellbeing and welfare

Sigma will communicate the Safety, Health and Wellbeing Policy to all colleagues, and it will be freely available to our stakeholders and the public. This policy will be reviewed and updated annually or more frequently, if necessary, particularly when changes in the scale and nature of our operations occur, or there are changes in health and safety legislation and other requirements.



Name: David Dignam

Position: CEO Sigma Group

Date: 11th February 2026