

HEALTH AND SAFETY POLICY STATEMENT

The Company regards health and safety to be a priority and an integral part of all its operations, including the maintenance of quality systems and standards. To help achieve this, the Company will set and publish objectives and targets, within the scope of the management system, to achieve continual improvement.

The Company considers health and safety to be a management responsibility equal to that of any other function. It is therefore the policy of the Company to provide and maintain a working environment that is, so far as is reasonably practicable, safe and without risks to health, adequate as regards welfare facilities and to ensure that persons not in the Company's employment are not exposed to risks, which may arise from the Company's undertaking.

The Company will provide and maintain equipment and systems of work, which are so far as is reasonably practicable safe and will provide such information, training and supervision as is necessary.

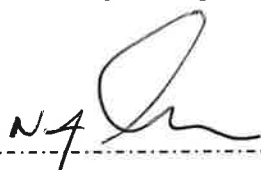
The Company will provide such resources as may be necessary to enable it and all its' employees to meet their health and safety responsibilities and to take a proactive approach to compliance with current health and safety legislation that affects all aspects of the business.

In order to implement this policy the commitment of everyone concerned is necessary and it is a condition of employment that all employees will co-operate with the Company by:

- ✓ Following instructions in the safety rules or notices on the premises and elsewhere.
- ✓ Complying with any code of practice and guidance, which may apply to their work or workplace.
- ✓ Taking reasonable care for the health and safety of themselves and of the persons who may be affected by their acts or omissions whilst at work.

The Company stresses its commitment to health and safety to the extent that where disregard to safe working practice by an employee that puts at risk the health and safety of themselves or any person, will be considered as gross misconduct, which may lead to disciplinary action and or dismissal.

The policy will be kept up to date, particularly as the business changes in nature and size. To ensure this, the policy and the way it is operated will be reviewed every year for a continual improvement in performance.

Signed  _____
Neil Alderson – Group Managing Director

Date 30/9/25

ENVIRONMENTAL POLICY STATEMENT

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All employees of UPA Ltd are passionate about environmental protection and we actively seek to minimise the environmental aspects and impacts associated with our operations. In addition, UPA Ltd is committed to provide information, instruction and training to ensure we meet our environmental objectives and targets.

UPA Ltd is committed to the careful stewardship of the environment and its natural resources. To fulfill this commitment UPA Ltd will endeavour to:

- ✓ Ensure that appropriate environmental training is provided for all employees in environmental matters relevant to their work
- ✓ Provide effective advice and environmental instruction, information and training to assist clients to meet their requirements for environmental best practice, prevention of pollution and legal compliance
- ✓ Control our own activities to ensure prevention of pollution and compliance with environmental legislation and other requirements

Ensure continual improvement of our environmental performance through:

- ✓ Monitoring and measuring our energy consumption and promoting energy efficiency
- ✓ Contributing to projects run by our clients to balance unavoidable emissions
- ✓ Elimination, reduction, reuse and recycling of our waste streams where possible
- ✓ Consider the environmental performance of suppliers and subcontractors when selecting services and products, whilst also making a conscious effort to select environmentally preferable materials and products

The organisation is committed to the continual improvement of the significant internal and external environmental aspects and impacts of its operation. Setting and reviewing environmental objectives and targets will drive the organisation towards these goals.

Signed  _____
Neil Alderson – Group Managing Director

Date 30/9/25

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