



## HEALTH AND SAFETY POLICY STATEMENT

JLES Group Limited (and subsidiaries – including JLES SCOTLAND LTD, JLES NORTHERN LTD, JLES NORTH WEST LTD, JLES CENTRAL LTD, JLES SOUTHERN LTD, JLES THAMES LTD, JLES SOUTH WEST LTD, JLES EXETER LTD & JLES LEGALS LTD) are businesses that seek to achieve and maintain health and safety in all aspects of our work. We recognize that protection of our employees and those around us is a vital aspect of the business and as such we have a comprehensive health and safety management system. Formal reviews are carried out internally annually with senior management and any changes will be made and communicated with all employees and interested parties.

JLES commits to ensuring the health, safety and welfare of all our employees, and ensure so far as is reasonably practicable, the health safety and welfare of anyone else who may be affected by JLES Groups operations and management.

In order to achieve our targets and objectives our management have made the commitment to, where reasonably practicable, implementing the health and safety policy as follows:

1. Provide and maintain safe working environments with the aim to eliminate the risk to safety, health and welfare.
2. Safeguard employees from foreseeable hazards.
3. Ensure individuals are aware of their responsibilities.
4. Ensure individuals are adequately trained to carry out their responsibilities.
5. Ensure contractors working for the company are informed of, and carry out, their duties safely.
6. Educate employees and prevent ill health within the workplace.
7. Cooperate with the authorities and organisations to ensure industry standards are maintained and improved.
8. To ensure continuous improvement of our management system.

The Directors are ultimately responsible for JLES and the effective management of health and safety. The commitment of all employees and subcontractors is required to ensure the successful daily management of health and safety at work.

Signed

A handwritten signature in black ink, appearing to read "Paul Tomlinson", written over a horizontal line.

For and on behalf of JLES Group Limited  
**Paul Tomlinson**  
Director

Date May 2026

Review Date May 2027