

Cousins Group is dedicated to being the first-choice provider of decorating services. This will be achieved through the provision of, and combination of capable people, equipment and business processes designed and improved to benefit its clients, staff members, contractors, suppliers, the Cousins Group business and the surrounding environments.

It is the policy of Cousins Group to conduct its activities and deliver its products and services in a manner that minimises our impact on the environment, prevents pollution and provides a safe place of work for employees, contractors, clients and visitors by:

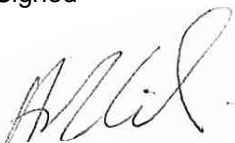
- Developing and maintaining an Integrated Management System (IMS) that meets the requirements of ISO standards 9001:2015, 14001:2015 and 45001:2018.
- Ensuring continual improvement in our quality, health, safety and environmental performance by setting, implementing and regularly reviewing policies, objectives and targets.
- Understanding and ensuring compliance with the standards imposed through legislation, best practice industry standards and other requirements that are applicable to our activities and services.
- Being fully committed to providing a safe working environment in order to prevent injury and ill health to employees, contractors, customers and visitors, whilst striving to improve health and safety performance.
- Identifying and where possible eliminating hazards and reducing risks to as low as is reasonably practical. Encouraging our staff to play an active role in limiting our business, environmental and safety risks and improving our business processes.
- Being fully committed to protecting the environment by preventing pollution and limiting the impact of our activities and those of our customers through the identification and control of environmental aspects and the adoption of best environmental practices.
- Consulting employees (and where applicable their representatives) and encouraging non-managerial worker participation in the development of the IMS, in addition to promoting Quality, Health, Safety and Environmental expectations and standards.
- Developing and implementing effective operational controls to ensure that we conduct our activities in a manner that is safe, without risk to health and to ensure the timely delivery of consistently high-quality services and expertise to our customers.
- Raising awareness, encouraging participation and training employees in environmental and health and safety matters. Training and promoting the professional development of staff to ensure their high levels of competence and expertise, embracing new technologies and advancements to meet our customers' business needs.

All staff and associates have a responsibility in assisting the company to consistently meet high quality, safety and environmental standards and where possible identify improvements in operational practices.

Cousins requires the full cooperation and support of all workers employed to meet their aims and objectives and expects each person to refuse to work if they deem any task to pose a significant/intolerable and uncontrolled risk. Workers must not put themselves or others at risk and no action will be taken against any working refusing to work for valid health and safety concerns.

Contracted staff are made aware of the policy and their obligation to work safely whilst working on behalf of Cousins Group.

Signed



Tony Wilkinson
Operations Director
Date: 09.01.2023