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Experts in Safety

Work-safe Policy Statement

Arco is the UK's leading safety products and services company with a core purpose of keeping people safe at work. We are committed to the continued development of our safety culture to ensure the safety, health and wellbeing of all Arco colleagues. To enable this, we will adopt the following principles:-

- We believe that everyone who goes to work has a basic human right to return home to their loved ones safely and that safety comes before production. This applies equally to customers, colleagues, contractors, agency workers and visitors.
- Each person has the right not to start or to cease an activity and move to a place of safety if they believe a situation exists where either individual safety or the safety of others is threatened.
- Engaging with our colleagues in understanding their role in their own and others health, safety and wellbeing, with the objective of creating a proactive safety and wellbeing culture to prevent workplace accidents and ill health.
- Providing additional third party confidential whistleblowing service via Safecall.
- Continually driving our positive safety behaviour culture by encouraging every colleague to report any health, safety or wellbeing concerns to their line managers – see it, sort it, report it!
- We require all colleagues and sub-contractors to work safely at all times and to ensure that others around them work safely. This includes complying with site rules, all specific site procedures and instructions, e.g. understanding relevant risk assessments, wearing the correct Personal Protective Equipment (PPE), as well as the correct use of tools and equipment.
- Where the use or operation of a machine, method of working or other influencing factors constitutes a danger to anyone listed above, they have the right to pause or refuse to carry out the operation.
- Colleagues and sub-contractors refusing to work on health, safety or environmental grounds will be supported and no disciplinary action, financial or other penalty will be taken.
- Escalation for resolving a refusal to work is through the senior person on site in the first instance and a report of unsafe working will be investigated and appropriate remedial action will be taken. The person raising an unsafe activity will be informed of decisions throughout the process.

The Work-safe Policy will be brought to the attention of everyone working at Arco. To ensure this policy is effective, we will review it annually or considering any significant changes to our business and make any policy changes known to our colleagues. This policy will be communicated to all colleagues and made available to any interested parties via our website or on request.



Guy Bruce

CEO (on behalf of Arco Limited and its subsidiaries)

Reviewed September 2026



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