arco®
Experts in Safety

Occupational Health & Safety 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, contractors and visitors.

We aim to engage our colleagues in understanding the role they play in their own and others health, safety and wellbeing through implementation of our Change in Attitudes Towards Safety strategy and Arco's Big Safety Switch Up. We believe that work-related injuries, illnesses and incidents are preventable.

Arco are committed to the following principles:

- Prioritising employee health, safety and wellbeing in an ethically responsible manner, ensuring inclusivity of all.
- Providing transparency and openness about the hazards and risks within our workplaces and providing clear communication to all.
- All our leaders will develop, lead and promote a positive occupational health and safety culture through continual improvement. They will lead by example and ensure safety is never compromised. They will provide safe, healthy working conditions to ensure the prevention of work-related injury and ill health, including psychosocial risks.
- Our leaders will demonstrate their commitment of our continued health and safety journey and how it aligns to Destination 2030 by ensuring there is a framework of objectives. We will monitor performance on a regular basis of our annual KPIs and Objectives including our Accident Frequency Rate (AFR), health and safety inspections and audits, hazard/near miss and accident statistics and other local projects in continued efforts to gauge if our existing safety measures are working and if adjustments are needed.

Our people managers are responsible for the implementation, communication and compliance of health and safety within their areas of control, including:

- Ensuring all colleagues, apprentices, contractors and other workers receive the appropriate information, instruction, training and supervision to enable them to work safely
- Eliminating all relevant occupational health and safety hazards, risks and opportunities are identified, the hierarchy of control applied and the results detailed in suitable and sufficient risk assessments.
- Ensuring that all high-risk workplace activities are managed by competent persons so far as reasonably practicable
- Providing and maintaining suitable and sufficient safe systems of work, safe plant and equipment.

Every colleague is encouraged to raise concerns, speak up or act if they identify an issue or concern to their manager. This is supported by our Colleagues Safety Behaviours of See It, Sort It, Report It and our Work-safe Policy that states, all colleagues will take reasonable care of themselves and others who may be affected by their acts or omissions. We ask colleagues for their co-operation on safety, health and wellbeing issues and ask that they do not interfere with, or misuse anything provided for their health and safety.

All incidents will be reported, recorded and investigated promptly to determine the root cause, implement remedial actions and prevent recurrence which will be discussed at Safety, Health and Environmental Committee Meetings. This forum encourages consultation and participation of colleagues and others on aspects of occupational health and safety.

Arco are committed to ensuring fulfilment of compliance to the Health and Safety at Work etc. Act 1974 and other legislation and requirements. Arco will also conform with BS ISO 45001:2018 Occupational Health and Safety Management Standard.

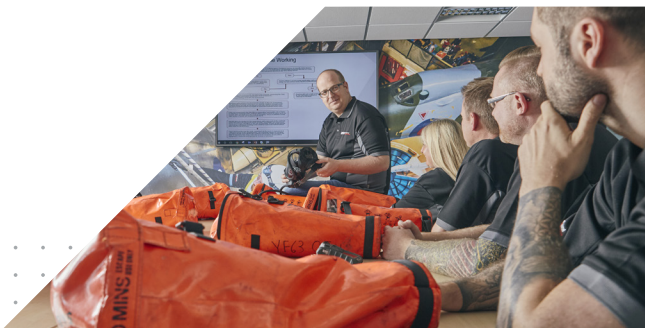
To meet this commitment compliance with this policy will be monitored internally. To ensure this policy is effective, we will review it annually or in light of any significant changes to our business.

This policy will be communicated to all colleagues as part of the company induction and made available to any interested parties, including customers and suppliers via our website or on request.



Guy Bruce
CEO (on behalf of Arco Limited and its subsidiaries)

Reviewed September 2026



Policy Number – SHE-DOC-POL-1
Classification - Public
Next Review Date – September 2027