

At SRL Traffic Systems, we are fully committed to providing a safe and healthy working environment for all employees, contractors, and stakeholders. A safety-first culture is central to our operations, and we will never compromise health and safety for any other business aim and objectives.

Our Commitments: The Board of Directors and Management Team will ensure:

Leadership & Resources: Adequate leadership, competent personnel, and resources are in place to implement and maintain this H&S policy effectively.

Objectives & Performance Monitoring: We establish measurable health and safety objectives and regularly monitor performance to drive continual improvement and reduce workplace risks.

Employee Responsibility: At the heart of **Our Way – Bring Your Best. Build Our Future** is a shared commitment to health, safety and wellbeing. Every employee has a responsibility to protect themselves and others by complying with safety procedures, identifying and reporting hazards or unsafe conditions, and promoting safe behaviours. Through colleagues, communication and culture, we enable an environment where everyone feels empowered to contribute to a safe, healthy and productive workplace.

Consultation & Participation: We encourage employees to actively participate in improving health and safety by reporting hazards, raising concerns, sharing ideas, and contributing to decision-making, fostering a positive safety culture where everyone can speak up without fear of reprisal.

Safe Workplaces & Equipment: We provide and maintain safe, healthy, and legally compliant workplaces, ensuring that all work equipment is appropriately maintained, inspected, and tested in accordance with applicable legislation and internal procedures for the protection of employees, contractors, visitors, and other interested parties

Training & Communication: Employees receive appropriate company induction information, instructions, training, and supervision, to carry out their duties safely in line with regulations and legislation.

Competent Workforce: We maintain a skilled and knowledgeable workforce that actively contributes to safe planning and execution of tasks.

Compliance Obligations: We will identify, monitor and comply with all applicable legal, regulatory and other requirements relevant to our activities and services.

Risk Management: We are committed to eliminating hazards and reducing occupational health and safety risks through assessment of risks, effective planning, design, engineering controls, safe systems of work and continual improvement.

Incident Investigation: All incidents are investigated thoroughly, with corrective and preventative actions taken and lessons shared to prevent recurrence.

Wellbeing & Mental Health: We support employee wellbeing through mental health awareness, occupational health services, and employee assistance programmes.

Emergency Response: All locations maintain site-specific Emergency Response Plans that are introduced during employee induction and reviewed regularly to ensure continued effectiveness. These plans are developed in accordance with Regulations and legislation.

Integrated Management System: Our IMS supports continual improvement and compliance with ISO 45001:2018 through clearly defined health and safety, policies, procedures, roles and responsibilities, all accessible to employees via our internal intranet platform (LIGHTHOUSE) and our SHEQ manual.

This H&S Policy Statement is reviewed annually.

Paul Lewis

Paul Lewis – Chief Executive Officer

Dated: 01st August 2026

Version Control	Release Date	Reviewer	Approval Date
1.4	August 2026	Paul Lewis	August 2026