LEITHS

Built on Quality

GROUP HEALTH, SAFETY AND WELLBEING POLICY

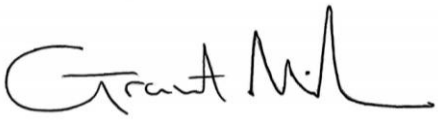
The successful operation of the Leiths (Scotland) Ltd Group of companies is founded on a policy of continuous improvement in Health and Safety performance.

Given everyone's commitment, co-operation and an effective management system, we believe it is possible to conduct our operations in such a way as to prevent injury, ill health or damage to property.

In support of this all employees are required to fulfil their legal duty to take reasonable care of themselves and other people who may be affected by their acts or omissions, and to fully support the Company in the management of health and safety as a whole.

To realise these policy objectives, Senior Management are committed to:

- Promoting a culture of health and safety responsibility and awareness via effective leadership and communication as well as consultation with our direct employees, suppliers and subcontractors.
- Complying with all relevant Health and Safety legislation and any other requirements. We will also, where possible, try to exceed these requirements.
- Promote continual improvement by setting and reviewing health and safety objectives.
- Maintaining a management system that meets the requirements of ISO 45001, PAS:99 & HSG65.
- Providing adequate resources, including competent advisors, to fulfil the Company's commitments.
- The provision of adequate information, instruction and training for our employees. In addition, ensuring any persons working for the Group are assessed and competent to carry out their tasks.
- The provision and maintenance of safe plant, equipment and systems of work. In addition, ensuring the safe use and handling of substances.
- Establishing all reasonably practicable control measures to minimise identifiable risks associated with the Company's operations.
- Investigating all incidents and accidents to identify root causes and prevent recurrence.
- Conducting regular reviews at all levels to monitor performance including the identification and implementation of areas of improvement.
- Engage and consult with colleagues and business partners on health, safety and wellbeing matters and ensure participation and involvement in our health and safety management system.
- Support and enable employees to become more active in and around work, to make healthy lifestyle choices and to create a workplace environment that promotes the mental wellbeing of all employees.



Grant Milne
CEO
Leiths Scotland Ltd
1st October 2025

LEITHS JOSS LAWRIE MARKON LEITHS Natural Stone A. ROSS & SONS