

HEALTH & SAFETY POLICY

Quality Ventilation Solutions

Document Ref:	POL-14	Revision Date:	5th January 2026
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E Poppleton & Son Ltd (the "Company"), manufacture, install and test heating, ventilating and air conditioning systems. We recognise that many of the industry sectors we operate in are considered to be "special and unique" and our success is derived from understanding and creating value for our customers, employees, suppliers, and subcontractors. In order to underpin our business strategy, this policy has been reviewed by the Directors and has been adopted by the Company. It has been made available to all employees.

Statement

Safety is the primary consideration in all our activities, and our actions are delivered in a manner which achieves the highest practicable health and safety standards for employees and any other persons who could be affected by our work.

In order to manage and continually improve our health and safety performance the company operates and maintains a Health and Safety Management System captured within our "Integrated management System" (IMS). Our "IMS" is in accordance with the requirements of ISO 45001:2018.

E Poppleton & Son has been ISO 45001:2018 accredited since September 2022 and continue to conform to the standard.

The primary aim is preventing injury and ill-health, whilst demonstrating compliance with all relevant legislation and other requirements relating to safety matters to which we subscribe.

Specifically, we are committed to operating management policies which ensure:

- Trust and respect permeates the organisation through effective communications with all employees.
- Constant evaluation of health and safety processes and procedures.
- Health and safety awareness and learning is promoted within the organisation.
- Regular internal audits to identify non-conformances and the systematic corrective actions deemed necessary to prevent their recurrence.
- Suppliers and Sub-Contractors are selected from approved sources.
- A questioning attitude is encouraged with open feedback provided to ensure appropriate actions are taken to demonstrate continual improvement in OH&S management performance.

All employees are personally responsible for safety and compliance with the above policy. No employee or appointed representative is authorised to initiate or continue any activity, operation or process that would endanger employees, contractors, visitors, or members of the public. The Directors have overall responsibility for health and safety matters within the business.

Poppleton's occupational health and safety performance, including the effectiveness of our management controls, are reviewed by the Board of Directors. To ensure that the requirements of this policy are met, we will provide and maintain safe and effective working conditions, equipment, and systems of work, together with adequate information, instruction, training, and supervision for all employees.

The Directors are committed to the implementation of this policy:

Signed

T. Hopkinson
Director

N. Edwards-Hughes
Director

Date:
5th January 2026