

## Health and Safety Policy Statement

SGC Holdings Ltd trading as SGC Security Services is committed to providing a safe and healthy working environment for all employees, contractors, clients, visitors, and any other persons who may be affected by our activities.

The Company recognises that effective health and safety management is an integral part of its business operations and accepts its responsibilities under the Health and Safety at Work etc. Act 1974 and associated regulations. Health and safety considerations are given equal importance to operational, commercial, and financial objectives.

SGC Holdings Ltd is committed to the prevention of work-related injury and ill health and to the continual improvement of its occupational health and safety management system in accordance with the principles of ISO 45001:2018.

To achieve this, SGC Holdings Ltd will:

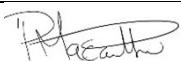
- Provide safe and healthy working conditions appropriate to the nature and scale of our activities
- Identify hazards and assess risks arising from our activities and implement effective control measures
- Eliminate hazards where reasonably practicable and reduce risks so far as is reasonably practicable
- Ensure compliance with all applicable legal and other requirements relating to occupational health and safety
- Consult with employees and, where applicable, their representatives on matters affecting health and safety
- Encourage active participation by employees in improving health and safety performance
- Provide suitable information, instruction, training, and supervision to ensure competence
- Ensure that contractors and suppliers are competent to manage health and safety risks associated with their work
- Investigate accidents, incidents, and near-misses and take action to prevent recurrence
- Monitor health and safety performance and review objectives to support continual improvement

Senior management accepts overall responsibility for health and safety and will ensure that adequate resources are made available to implement this policy and associated arrangements.

All employees have a duty to take reasonable care of their own health and safety and that of others who may be affected by their actions, and to co-operate with the Company in meeting its health and safety obligations.

This policy statement is supported by detailed arrangements and procedures, including risk assessments, safe systems of work, and site-specific controls.

This policy will be communicated to all employees and made available to relevant interested parties. It will be reviewed regularly and revised as necessary to ensure it remains effective and appropriate to the organisation.

Name	Paul Macarthur	Position	Managing Director
Signature		Date	14/01/2026