

## Health and Safety Policy Statement

### Our Commitment

Clancy Group Holdings Limited and its subsidiaries (Clancy or we) is committed to minimising the risk of injury or ill health and accepts its moral and legal obligations to safeguard the health, safety and welfare of our employees and all other individuals affected by our actions.

We will demonstrate our commitment to health and safety by:

- Complying with all relevant legislation, approved codes of practice and government guidance to do all that is reasonably practicable to prevent accidents, injuries and damage to health;
- Ensure appropriate and adequate guidance, instructions, training and supervision is provided for safe methods of work to be developed when new substances, plant, machinery, equipment, processes or projects are introduced to ensure that employees and contractors can undertake work competently and safety;
- Promote a positive health and safety culture within Clancy, in particular, consulting and openly communicating with employees on health and safety matters;
- Provide and maintain safe working environments that eliminate hazards where possible and minimise the risks to health, safety and welfare;
- Use a systematic approach to identify and assess health and safety risks and apply controls to prevent injury or ill health in accordance with our Health and Safety Management System;
- Continually improve our Health and Safety performance by setting smart objectives and key performance indicators;
- Protect and promote employee wellbeing and healthy living to create a healthier workplace and empower our workforce to stop any works if they perceive it is unsafe to them or others;
- Involve employees in health and safety activities and decisions through effective consultation and participation;
- Maintain our accreditation to ISO 45001 (Health and Safety Management system) through rigorous monitoring and review; and
- Monitoring, auditing and reviewing the effectiveness of this policy statement and our Health & Safety Management System and improving where necessary.

### Responsibilities

The Executive board is responsible for Health and Safety matters and the commitments contained in this policy statement, and all Directors are responsible to the Chief Executive Officer for the implementation of this policy statement within their areas of control. All employees and contractors are informed of their responsibilities to ensure that they take all reasonable precautions, to ensure the safety, health, and welfare of anyone likely to be affected by the operation of our business and are aware of their duty to comply with the requirements set out in this policy statement. This policy statement will be continually monitored and updated annually and will be communicated to all employees and to those working on our behalf through our management systems or on our Intranet, One Clancy.

This policy statement was approved by the Board in July 2025.

A handwritten signature in black ink, appearing to read 'Matthew Cannon', is positioned above the name and title.

Matthew Cannon  
Chief Executive Officer