

## Health & Safety Policy

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Authorised by:	Carl Weaver – Chief Operating Officer

### Our Commitment

At Ardent, we are committed to ensuring the health, safety, and wellbeing of all of our people, contractors, and visitors—whether at our offices or while conducting business elsewhere. We recognise our duty of care to everyone affected by our operations and will take all reasonably practicable steps to maintain a safe working environment.

### Our Shared Responsibility

Health & Safety is a shared responsibility across all levels of the organisation—from senior leadership to entry-level, including contractors and sub-contractors working on our behalf. As a business, we also take responsibility for protecting the safety of others impacted by our work.

### How We Achieve This

We have assessed the context of its operations and the needs of interested parties, and to uphold the highest standards of Health & Safety, we will:

- Provide a safe working environment through proper operation and maintenance of equipment and facilities.
- Implement safe systems of work to minimise risks.
- Ensure all of our people and contractors are competent to perform their roles safely.
- Provide training, information, instruction, and supervision where necessary.
- Foster collaboration with clients, our people, subcontractors, and other stakeholders to maintain a culture of safety.
- Establish safe procedures for handling, storing, and transporting equipment, materials, and substances.
- Maintain safe access and exit routes across all offices.
- Provide the resource, financial and otherwise, required to make this policy and our health and safety arrangements effective.

### Employee Expectations

We expect all of our people to:

- Comply with this policy and the Health & Safety at Work Act 1974.
- Take reasonable care for their own safety and the safety of others affected by their actions or omissions.



## Our Commitment to Continuous Improvement

We are committed to:

- Consulting and involving our people at all levels to improve Health & Safety.
- Eliminating hazards and reducing occupational risks wherever possible.
- Setting measurable Health & Safety objectives and reviewing progress regularly.
- Ensuring compliance with all relevant laws, regulations, and industry standards.
- Maintaining and improving our Business Management System (BMS) to enhance Health & Safety performance.

## Review & Leadership Accountability

This policy will be reviewed annually to reflect changes in our business, industry best practices, and legislative updates. The Directors of Ardent have ultimate authority and accountability for Health & Safety across the company.

**Signed:**



**Position:** Chief Operating Officer

**Print:** Carl Weaver

**Date of Issue:** 10/03/2025

# Ardent

