



Health & Safety Policy

Had-Fab Ltd are specialist steel and aluminium fabricators for the power transmission and distribution sector, civils & infrastructure, rail and other industries in the United Kingdom and worldwide.

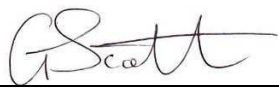
The Managing Director is committed to ensuring that the highest reasonably practicable standards of health, safety and welfare are achieved in all Had Fab Ltd operations. The Managing Director considers health and safety as an overriding priority and believes that every person involved in company activities has a responsibility for health and safety and supports the introduction of systems which will identify and mitigate risk.

We will promote and maintain a high standard of health and safety through the following objectives:

- Understanding and ensuring compliance with health, safety and industry regulatory and other requirements that apply to our activities.
- Being fully committed to the elimination of hazards, prevention of injury and ill health to employees, sub-contractors, the public or visitors, whilst striving to continually improve health and safety performance.
- Identifying hazards and reducing risks to as low as is reasonably practicable.
- Developing and maintaining systems and procedures to ensure that all equipment, plant, and premises are safe and do not have an adverse effect on health.
- Consulting employees and promoting health and safety standards and expectations.
- Raising awareness, encouraging participation and ensuring employees are competent, trained, and appropriately supervised in health and safety matters.
- Having systems in place to ensure that contractors under our control are competent and work safely.
- Developing, continually improving, and maintaining an integrated management system that meets the requirements of ISO 45001:2018.
- Monitoring health and safety performance and reviewing arrangements to ensure continued suitability and effectiveness.

The co-operation of all employees is essential to enable the Company to fulfill these obligations and responsibilities. Consequently, all persons working under the control of our Company are required to comply with the above policy and actively contribute towards improving safety in every aspect of their work.

A copy of this policy will be made available to all interested parties, on request and communicated to all persons working under our control.

Signed:  (Managing Director)

Date: 10/06/2026

Next Review – June 2027