

RED Group and all associated entities (RED) (the 'Organisation') is committed to protecting the health, safety, and well-being of all employees and others affected by our operations, both on Company premises and elsewhere.

Employees are expected to adhere to the policy, exercise reasonable care for their own safety and mental well-being and uphold safety standards in all activities.

Our Commitment

- **Protect People:** Ensure the physical and mental well-being of all individuals involved in our activities.
- **Foster a Safety Culture:** through open communication, consultation, and participation at all levels.
- **Promote Safe Practices:** Embed safety essentials, life-saving rules, and risk management practices.
- **Integrate Safety-in-Design:** into technical designs to minimise risks and enhance operational safety throughout the lifecycle of projects we deliver.
- **Continuously Improve:** Systematically assess and improve our health, safety, and psychosocial risk management performance.

We require management and all employees to, as far as reasonably practicable:

1. Comply with all legal and internal health and safety requirements.
2. Take personal responsibility for health, safety, and mental well-being.
3. Model safe behaviour and participate in risk assessments and management.
4. Report incidents and concerns promptly.
5. Integrate safety-in-design principles into technical work.

To achieve our goals

1. Management allocates resources, reviews performance, and leads policy implementation.
2. Provide safe working conditions, equipment, and facilities.
3. Involve employees in risk management and safety planning.
4. Communicate policies and performance transparently.
5. Offer ongoing training and support.
6. Regularly audit and update policies and procedures.
7. Set measurable health and safety objectives aligned with business strategy.

We value and encourage the involvement of employees in health, safety, and well-being matters. Open communication channels ensure all voices are heard, promoting collective responsibility for a healthy and safe workplace.

The Organisation operates an OHS Management System that has gained BS EN ISO 45001: 2018 certification, including aspects specific to the provision of consultancy services, sustainability solutions and other related services for the building services industry.

Copies of this Policy are made available to all members of staff and to relevant interested parties.



Mark Smith
Chief Executive Officer

08 July 2026

