

Occupational health and safety policy

HR Wallingford is committed to ensuring the health, safety and welfare of its employees and of others who may be affected by our research and specialist consultancy activities in engineering, environmental hydraulics, equipment sales, and in the management of the water environment. The CEO of HR Wallingford will ensure that the Health and Safety objectives of the Company are consistent with this Policy, the risks and opportunities, and with the strategic direction of the company.

We are committed to preventing work-related injuries and ill health by continually improving our occupational health and safety (OHS) management and performance by:

- identifying hazards and assessing and controlling (OHS) risks arising from our work activities;
- setting safety objectives and monitoring and reviewing our safety performance on a regular basis;
- providing and maintaining a safe and healthy working environment and workplace with equipment, plant and vehicles that are fit for purpose and safe to use ;
- ensuring articles and substances are safe to use, handle, store and transport;
- maintaining arrangements for fire and medical emergency response;
- consulting with our employees on matters affecting their health, safety and welfare;
- ensuring employees are competent to do their tasks safely by providing adequate information, instruction, supervision, equipment and training;
- investigating all, near misses, incidences of injury and work-related ill health;
- reviewing this policy at regular intervals to ensure that it remains relevant and appropriate to the nature and scale of our business;
- protecting workers from reprisals when reporting near misses, incidents, hazards, risks and opportunities, or removing themselves from dangerous situations.

We shall comply with applicable legal requirements and other requirements to which we subscribe that relate to our identified OHS hazards.

The Company has a duty to protect the health and safety of all visitors to the Company, including contractors, temporary workers, students, and visiting researchers as well as tenants and any members of the public who may be affected by our business activities. We will ensure that all third parties are provided with appropriate information on entering our premises and this policy will be drawn to the attention of all new employees as part of their induction. The policy will be available to interested parties via the company website.

HR Wallingford may collect and use personal data to ensure the health, safety and welfare of its staff and others. Our Health and Safety procedures often require the gathering of "health data", for health monitoring purposes, which falls within the special categories of personal data under the General Data Protection Regulation.

The active participation and awareness of safety issues by all staff is important for the successful implementation of this policy. The policy statement is displayed on notice boards and on the company intranet so that employees and those persons working under our control are aware of their individual occupational health and safety obligations for their own safety and for the safety of others.

This policy is supported by regularly reviewed instructions, procedures and organisational arrangements and is applied to all activities carried out by HR Wallingford.

Ridha Bentiba
Chief Executive Officer (Joint), HR Wallingford Ltd

Signed:

A handwritten signature in black ink, appearing to read "Ridha Bentiba", written over a horizontal line.

Date: 20 March 2026

Review date: 20 March 2027