



# Health and Safety Policy

Approved by the Board  
January 2026

# Health and Safety Policy

It is the policy of Vp plc to ensure so far as is reasonably practicable, the Health, Safety and Welfare of all our employees. Equally, we accept similar responsibility for the Health and Safety of other persons who may be affected by our activities. Every employee has a moral and legal responsibility to see that their actions or lack of them does not place other employees or fellow workers in jeopardy from an accident or health hazard.

We regard the legal Health and Safety requirements as a minimum standard and expect managerial targets to be achieved without compromising Health and Safety criteria.

We acknowledge that the key to successful Health and Safety management requires an effective policy, organisation and arrangements that reflect the commitment of senior management to improving Health and Safety. To sustain that commitment we will continually measure, monitor and improve our performance in Health, Safety and Environmental matters and will prepare and revise where necessary an annual plan to ensure that Health, Safety and Environment standards are adequate.

We will provide and maintain safe and healthy working conditions, plant, equipment and systems of work for all our employees.

We will ensure that all Risk Assessments as required by relevant legislation are completed, their recommendations implemented and that all employees are provided with sufficient information regarding those assessments.

We will provide such information, training and supervision as necessary to enable our employees to develop and maintain essential Health and Safety skills and will encourage the growth of a positive Health and Safety culture.

We will ensure continued consultation with our workforce to enable all viewpoints and recommendations to be discussed at meetings between the employees, safety committee and management at regular intervals.

Signature



Name

Anna Bielby

Position

Chief Executive Officer

Date

January 2026