

Apogee Health, Safety & Wellbeing Policy Statement

This policy statement outlines Apogee Corporation Limited's unwavering commitment to establishing, implementing, maintaining, and continually improving our **Occupational Health and Safety Management System (OHSMS)**, in full compliance with **ISO 45001:2018**. Our core commitment is the prevention of work-related injury and ill-health, ensuring the physical and mental **wellbeing** of all our employees, contractors, visitors, and others affected by our operations.

Under the clear accountability of the **Chief Executive Officer (CEO)** and the strategic direction of the **Executive Leadership Team (ELT)**, we are committed to providing a safe, healthy, and supportive working environment across all Apogee Group markets, including Great Britain (England, Scotland, Wales), Northern Ireland (NI), Republic of Ireland (ROI), Jersey, Germany, and Isle of Man.

Our commitment extends to all our diverse operations: the provision and installation of hardware and software, managed IT & print services, field services, logistics, and high-volume operations like Outsourced Document Services (ODS) and Production Print. We recognise our duty to adhere to all applicable statutory and regulatory requirements and uphold our external accreditations, including SafeContractor and CHAS.

To effectively drive this strategy, Marion Brooks, Chief People Officer (CPO) and Chair of the ESG Group, is specifically delegated the authority and responsibility for leading and overseeing Apogee's OHSMS and all broader health, safety, and wellbeing initiatives.

This includes:

- Providing the necessary **resources** and fostering a culture of **worker participation**.
- Regularly reviewing our safety and wellbeing performance.
- Setting clear, measurable **OHS Objectives** and ensuring continual improvement of the OHSMS.

We expect everyone who delivers services on our behalf or interacts with our operations to share our commitment, diligently adhere to our Safe Systems of Work (SSoW), and actively participate in risk management.

Our overall OHSMS objectives are to:

- **Prevent:** Eliminate hazards and minimize occupational health and safety risks.
- **Comply:** Meet all legal and regulatory requirements across all operating regions.
- **Support:** Promote the physical and mental wellbeing of all workers, encouraging work-life balance and open communication.

This message shall be communicated and understood throughout Apogee, and it is expected that all persons performing work on our behalf share a commitment to these values. This Policy Statement shall be made available to the public upon request.

This policy has been approved & authorised by:

Name:	James Clark	Name:	Marion Brooks
Position:	Chief Executive Officer	Position:	Chief People Officer
Date:	Jul 29, 2026	Date:	Jul 29, 2026
Signature:	 James Clark (Jul 29, 2026 10:25:55 GMT+2)	Signature:	 Marion Brooks (Jul 29, 2026 09:42:00 GMT+1)