

Millbank Holdings Group Ltd (Incorporating Millbank Resource Management Ltd)		
	<h2 style="text-align: center;">Health and Safety Policy Statement</h2>	POL019/01/0419
		Last Reviewed: 01/2026
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		Owner: David Hopley

Millbank Holdings Ltd and its subsidiaries recognise that it has a legal duty of care towards protecting the health and safety of its employees and others who may be affected by the organisation's activities.

Millbank will encourage all employees and/or contractors to act safely through training, monitoring, discussion and behaviour. Our aim is to create a climate where employees and/or contractors are alert to risks and proper safeguards. Health and Safety of people will be at the forefront of the company and activities, as will the need to protect property and the environment.

As part of that commitment, we will:

- maintain the workplace in a safe condition and provide adequate facilities and arrangements for welfare at work;
- promote safe behaviours and re-educate unsafe behaviours;
- provide a safe means of access to and egress from the workplace;
- identify and adequately control health and safety risks arising from our work activities;
- provide and maintain equipment and systems of work that are safe;
- make arrangements for ensuring health and safety in connection with the use, handling, and storage of hazardous substances;
- ensure the workplace is clean and tidy and measures are taken to control the spread of infection;
- ensure all contractors who undertake work on our premises adhere to safe systems of work and engage competent staff;
- safely and responsibly dispose of all waste generated through our activities;
- provide such information, instruction, training and supervision as is necessary to ensure the health and safety at work of its employees and other persons;
- consult with employees regarding health and safety matters; and
- undertake continual monitoring and review of our performance to improve standards further, if employees/contractors wish to abort work on the grounds of Health and Safety;
- fire and security arrangements exist and are maintained to meet legal requirements to exercise loss control;
- arrangements for first aid provision in the office and on site are suitable and sufficient to meet the first aid needs of employees;
- managers demonstrate to employees our care for them and their safety, health and welfare;
- suitable personal protective equipment is provided free of charge for all staff/contractors exposed to a risk to their health and safety whilst at work.

1 Policy Review

This policy will be reviewed annually, when circumstances indicate a change is needed or when legislation is introduced that necessitates change.

Signed by:

David Hopley

Title: Managing Director

Date: January 2026

Any personal data collected in line with this policy will be stored and used in line with our Data Protection Policy, Retention Policy and Privacy Notice.