

HEALTH AND SAFETY POLICY STATEMENT

Associated Seafoods Ltd, which incorporates all our sites at Buckie, Arbroath & Loch Fyne, herewith known as the Company, and is committed to ensuring the health, safety and welfare of its employees and of others who may be affected by our activities. We will take all reasonably practicable steps to achieve this commitment, to comply with our statutory obligations and to promote a positive health and safety culture throughout our organisation.

Health and safety is an integral part of our activities and whilst the CEO takes overall responsibility, all directors, managers and employees share the responsibility for implementing this policy.

The Company will provide and maintain a healthy and safe working environment with the objective of minimising the risk of injury or ill-health. The Company will pay particular attention to:

- undertaking risk assessments in order to review the health and safety of our activities and premises and implementing safe systems of work as a result.
- maintaining the workplace in a safe condition, including safe access and providing adequate facilities and arrangements for welfare at work.
- the provision of suitable vehicles and equipment which are properly maintained with suitable safety devices installed, where applicable.
- minimising the use of hazardous and dangerous substances and where their use cannot be eliminated, implementing suitable controls.
- ensuring safety and health in connection with the use, handling, storage and transport of articles.
- the provision of such information, instructions, training and supervision as is necessary to ensure the health and safety at work of our employees and other persons.
- maintaining arrangements for emergency response including fire and medical emergencies.
- investigating all incidences of injury and work-related ill-health.
- consulting with staff on health and safety matters via a health and safety committee.
- ensuring that competent advice is available to all employees to assist them in meeting their responsibilities.

The Company recognises its duty to protect the health and safety of all visitors to the Company, including contractors and temporary workers, as well as any members of the public who might be affected by the Company's work operations. We will take steps to check the competence of any contractor before their services are engaged and will ensure that all third parties are provided with appropriate information on entering our premises and in relation to our work activities.

This policy will be drawn to the attention of all new employees as part of their induction. While the Company will take all reasonable steps to ensure the health and safety of its employees, it is the duty of each employee to take reasonable care of their own and other people's health, safety and welfare, to familiarise themselves with and implement company procedures and to report any shortcomings in the arrangements.

It is the responsibility of the CEO to monitor the effective implementation of this policy and ensure that adequate resources are provided.

The policy and related risk assessments will be reviewed, at least annually, and revised as necessary, particularly following operational, organisational, or legislative changes.

Signed: Chris Orr, CEO: June 2026

