Wildlands

	Policy

# Health and Safety Policy	Page:	1 of 2
	Reference:	HSE-PP-001
	Issue Date:	February 2026
	Next Review:	February 2027
	Owner:	HS&E Manager

Wildland Consultants Ltd is committed to maintaining a safe and healthy working environment for the wellbeing of our workers and other people in our place of work.

Health and Safety is EVERYONE's business, and every employee is expected to share in our commitment to avoid the risk of any health, safety or environmental incidents which may cause personal injury, property damage, or loss of any kind.

EVERY EMPLOYEE has a responsibility to take reasonable care of their own Health and Safety and to ensure that others are not harmed by something they do or don't do. They are required to follow any reasonable Health and Safety instruction and to cooperatively implement policy and other procedures. Employees are to act in good faith, and everyone has the right to stop work if they genuinely believe that it is unsafe.

Responsibilities of Wildlands Employees:

- Promote and maintain a good Health and Safety culture.
- Comply with all Health and Safety legislation and related regulations, codes of practice, standard operating procedures, the Wildlands Health and Safety Plan, and other company systems and processes.
- Comply with all company Health and Safety procedures, practices, and rules.
- Not engage in any workplace activities that endanger themselves or others.
- Take appropriate action if they become aware of a hazard, or action that isn't being managed appropriately.
- Always use appropriate protective equipment and safe work practices.
- Immediately report any new hazards and incidents observed in the workplace.
- Ensure that when there are representatives from more than one organisation on a site there is a clear chain of responsibility (i.e., one person is nominated by the group to be responsible for the site) and that everyone on-site knows who that person is.

Responsibilities of Company Directors and Management:

Directors have overall responsibility for Health and Safety which is implemented through the Strategic Leadership Team who have up-to-date knowledge and operational oversight of workplace health and safety matters.

The role of company directors, managers, ecology team leaders, and restoration supervisors is to exercise due diligence, including the following:

- Comply with all Health and Safety legislation and related regulations, codes of practice, the Wildlands Health and Safety Plan, standard operating procedures, and other company systems and processes.
- Record and report all incidents, and related information accurately.

- Provide resources to enable identified hazards to be eliminated or minimised.
- Provide training and supervision as required on the use of equipment, to ensure that employees are competent and suitably equipped to carry out their jobs safely.
- Implement systems and procedures to document safe work policies and practices.
- Manage Health and Safety through staff meetings and other face-to-face communication, to encourage staff to contribute to and participate in the identification and management of workplace hazards.
- Make continuous improvements in Health and Safety management.
- Manage timely rehabilitation, preferably at work, of injured employees, in an open and consultative manner.
- Consult and support employees and any nominated representative on Health and Safety participation and management.
- Company management will work together with other businesses and contractors when workplace Health and Safety responsibilities overlap, to ensure that activities are coordinated through effective communication, consultation, cooperation, to meet their Health and Safety responsibilities to workers and others. The measures implemented will take into account the level of control required to implement safe practices on a site-by-site basis.

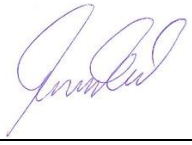
This policy is reviewed annually or when required by the Health and Safety Manager and the Strategic Leadership Team.

Signed:



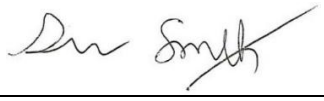
1 February 2026

W.B. Shaw
Director



1 February 2026

S.M. Beadel
Director



1 February 2026

D. Smith
Director



1 February 2026

T. Glenister
Health, Safety & Environment Manager

This policy is a living document and has been reviewed in January 2026 in accordance with the Health and Safety at Work Act 2015 and General Risk and the Workplace Management Regulations 2016.