



Integrated Management System

Health & Safety Policy

Document Reference: **IMS-04.01.1**

Revision Number: **2**

Date Issued: **August 2025**

Issued By: **Peter Lund**

A handwritten signature in black ink, appearing to be 'PL', is positioned below the name Peter Lund.

Approved By: **Andrew Edwards**

A handwritten signature in black ink, appearing to be 'A Edwards', is positioned below the name Andrew Edwards.



CONTENTS

1. Statement of Intent 2

2. Health and Safety Objectives 2

3. Responsibilities 3

4. Training 4

5. Accident & Incident Investigation 4

6. Performance Monitoring and Review 5

1. STATEMENT OF INTENT

The Board of Directors of Motor Fuel Group Ltd (MFG) is committed to establishing, achieving, and maintaining the highest standards of health and safety, and recognises this as a prime objective for managers and employees at all levels, and Contractors working on behalf of MFG. This objective is of equal importance to any other business objectives of the Company, however, in the event of any conflict between operational demands and safety, then safety is acknowledged as being of paramount importance.

The Company will do all that is reasonably practicable to eliminate or reduce to an acceptable level foreseeable health or injury hazards, to protect individuals, including Contractors, visitors, and members of the public from harm, insofar as they come into contact with the Company's staff, facilities, or products.

It is the Company's intention to minimise the possibility of hazardous occurrences by identifying potential risks and implementing suitable preventative measures to protect not only human life but also the environment, assets, and infrastructure. To promote the attainment of this objective the Company, as far as is reasonably practical, will:

- Design to the appropriate standard, construct, commission, and operate and maintain forecourt infrastructure structure that is and remains, fit for purpose
- Proactively promote conformance with safe working practices through:
 - The development of relevant Programmes and Operational Control Procedures; and
 - Relevant and adequate training of all affected personnel
- Make provision for the identification of:
 - Opportunities for continuous improvement; and
 - Safer systems of working
- Encourage all employees to make a positive contribution towards the attainment of Operational Excellence, and the achievement of high-performance standards of health and safety

2. HEALTH AND SAFETY OBJECTIVES

The Company has identified the following objectives as critical to its attainment of business objectives, including the highest standards of health and safety:

2.1. Establish, implement, and effectively maintain:

- Effective hazard identification and risk management processes that promote the early identification of risks, the development of suitable risk control measures and timely implementation and verification of the control measures
- A process to assess the health and safety implications of any proposed new activity or significant changes to an existing activity, and introduce appropriate controls to protect individuals from potential harm
- A functional Health and Safety Management system, including relevant Programmes and Operational Control Procedures that clearly define the Company's health, safety, and operational performance expectations, and effectively meets applicable health and safety statutory obligations
- Proper controls and procedures for the design, construction, operation of forecourt infrastructure, including Electric Vehicle (EV) charging facilities; and
- The information, instruction and training required to enable employees and Contractors to perform their assigned duties safely, effectively, and efficiently

2.2. Provide the resources necessary to promote personal safety in the workplace, including relevant safety devices, personal protective equipment, and an appropriate level of supervision to ensure proper use when required.

- 2.3. Achieve full compliance with applicable permits, regulation and requirements concerning the monitoring of:
 - Working practices, noise control and air quality, including action where necessary to reduce personal exposure to harmful substances and excessive levels of noise; and
 - Air, water, and noise emissions, including action where necessary to protect employees, the community and the environment from emissions which are deemed harmful or may cause a nuisance
- 2.4. Seek to prevent loss of and/or damage to materials stored or handled, thereby ensuring environmental objectives remain consistent with commercial aims
- 2.5. Ensure that all products distributed and sold are as safe as practicable, and that sufficient information is supplied with them to allow them to be used safely and without causing potential damage to the environmental; and
- 2.6. Consult with, and promote the participation of, workers and if applicable, their representatives, refer to Worker Consultation and Participation Programme (**IMS-05.04.1**)

3. RESPONSIBILITIES

Senior (Executive) Management have overall responsibility for the health and safety of employees, Contractors working on behalf of the Company, and other personnel directly affected by the Company's business activities. However, employees at all levels have a statutory duty to accept degrees of responsibility to ensure that they work safely and positively support the implementation of this Policy and associated Programmes and Operational Control Procedures that collectively form the Integrated Management System (IMS).

Specific responsibilities regarding the Health and Safety Management System include:

- **Group Director, Infrastructure & Technical Services:**

Responsible for:

- The development, implementation, monitoring and maintenance of the:
 - Health and Safety Policy; and
 - Associated Programmes and Operational Control Procedures

Assigned executive authority and responsibility for the maintenance and continual development of the health and safety management system.

- **HSE Manager:**

Responsible for:

- Developing, implementing, and maintaining the:
 - Health and Safety Policy; and associated
 - Programmes and Operational Control Procedures
- Monitoring, measuring, and evaluating health and safety performance to identify opportunities for continual improvement of the:
 - Health and Safety Policy; and associated
 - Programmes and Operational Control Procedures
- Ensuring that accidents, incidents, and dangerous occurrences are:
 - Reported and investigated; and that
 - Investigation findings are communicated to relevant personnel, in a timely manner

- **Operations Directors:**

Responsible for the effective implementation of the Health and Safety Policy and for supporting the development, implementation, and maintenance of the associated Programmes and Operational Control Procedures at field level.

- **Employees and Contractors:**

Employees, Contract Managers and their employees, and Contractors have a statutory duty to co-operate in the attainment of the planned objectives of the Health and Safety Policy and associated Programmes and Operational Control Procedures by:

- Working safely, efficiently, and in accordance with specified procedures to prevent injury to themselves or others
- Acting responsibly towards the environment by ensuring that safeguards to control potential threats to environment are effectively implemented and properly maintained
- Reporting incidents or unsafe acts and/or unsafe conditions that have the potential to cause injury, health hazards, or damage to the environment to the relevant authority in a timely manner
- Using personal protective equipment, tools, equipment, or devices supplied in a safe and proper manner to, thereby, meet their statutory obligations
- Displaying a positive attitude towards safety rules and regulations, as defined in the Programmes and Operational Control Procedures and applicable statutory duties; and
- Working diligently towards establishing a positive safety culture, and safeguarding the health and safety of themselves, their colleagues, and the public

4. TRAINING

Directors, Managers, Supervisors, and other designated employees are assigned specific responsibility for ensuring that Company employees:

- Are informed of the health and safety hazards and the associated risk control measures necessary to reduce risk to an acceptable level in relation to their assigned duties
- Provided with the:
 - Instructions necessary to implement and maintain identified risk control measures in relation to their assigned duties; and
 - Information, instructions, and training necessary to perform their assigned duties in a safe and environmentally compliant manner
- Where required are:
 - Vocationally competent to consistently perform their assigned duties in a safe and efficient manner; and
 - Trained and competent to respond to potential unplanned events, incidents, and emergencies in a safe and efficient manner

5. ACCIDENT & INCIDENT INVESTIGATION

The Company acknowledges the need for accidents, incidents, or dangerous occurrences to be thoroughly investigated to identify root causes and eliminate injuries, property or environmental damage and losses. Significant unplanned events will be reported in accordance with statutory obligations, for example Reportable Injuries, Disease, and Dangerous Occurrences Regulations (RIDDOR).

RIDDOR classified events will be advised to Senior Management, who will confirm that:

- A thorough investigation has been carried out
- The investigation findings are appropriate to the nature of the event
- The improvement actions are appropriate and sufficient to prevent a recurrence
- Contact has been made with the relevant Enforcement Authority, and that any information requested by the Authority has been submitted in a timely manner

6. PERFORMANCE MONITORING AND REVIEW

The HSE Manager supported by the Risk & Compliance Manager, is assigned the responsibility for monitoring and reviewing health, safety, and environmental performance to ensure that planned objectives are effectively met, and that processes remain current to the business and operational needs of the Company.