

Health and Safety Policy Statement

Carter Jonas is committed to pursuing excellence in everything it does, and this includes the management of health and safety.

The Firm is committed to.

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health from the scope of our activities.
- Meeting or exceed our responsibilities for the health and safety of all staff and partners by complying with the relevant health and safety standards as well as legislative and other requirements, and by assigning responsibilities for workplace health and safety.
- The elimination of hazards and reducing occupational health and safety risks to all our stakeholders to achieve ambitious standards of health, safety, welfare, and environmental practice.
- The continual improvement of our health and safety management system.
- Communicating, consulting, and involving staff in matters relating to their own health and safety, to create a positive culture in which everyone feels committed to make improvements.

The Management Board expects all staff, partners, visitors, and contractors to comply with the Firms' policies and procedures, and to understand that they too have a legal obligation to themselves and to one another.

We will ensure the health and safety of everyone affected by our activities by.

- Providing instruction, training, and supervision as is necessary to ensure the health and safety at work of everyone in the workplace.
- Providing, managing, and maintaining a workplace that is, as far as reasonably practicable, safe and without risk to health.
- Provided adequate and appropriate facilities for welfare at work.
- Providing, managing, and maintaining equipment and systems of work that are, as far as is reasonably practicable, safe and without risk to health.
- Ensuring that effective arrangements exist to deal with any emergency.
- Ensuring the progressive identification and assessment of all risks, and their elimination or control to prevent harm occurring through the hierarchical control measures.
- Keeping up to date with the best practice in relation to health and safety and complying with all relevant legislation and professional guidance.
- Setting clearly understood health and safety objectives which are reviewed on a regular basis for their effectiveness and relevance to our business.

Leadership Commitment

The Management Board of Carter Jonas is committed to this Policy and to the implementation, integration, and maintenance of the highest standards of Occupational Health and Safety and welfare across the Firm. We expect all staff and Partners to share this commitment and to work together to achieve it.

Signed



Richard Bruce

Company; Carter Jonas LLP

Job Title; Chief Executive

Date; December 2025. Next review date December 2026.