



N O R C R O S

Group Health & Safety Policy

April 2025

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1 Introduction and Our Commitment

At Norcros we are dedicated to fostering an inclusive and ethical work environment that reflects our support for our employees in the moments that matter in work and in life. Guided by the principles of the UK Corporate Governance Code, we prioritise effective leadership, transparent operations, and meaningful engagement with all stakeholders. To that end, our policies are designed to ensure that our practices are progressive and promote a collaborative culture in which everything that we do is rooted in care, courage, connection and common sense, contributing to sustainable success for all.

It is fundamental to our values as a business that we will conduct our business in such a way that ensures all those involved in our activities benefit from a safe and healthy working environment. We will ensure that all employees are aware of any potential issues and that we never compromise health and safety.

2 Responsibility

Everyone in Norcros has a responsibility for their own safety and for that of others affected by their actions. Working safely is a condition of employment at Norcros. Our Group Health and Safety Policy is driven from the top of the organisation with the Board having ultimate responsibility.

3 Leadership

Managers will lead by personal example, putting health and safety first. Our behaviour should be seen as a positive example to others. We will have a clear and effective health and safety management structure with adequate resources available to comply with the law and manage the risks.

4 Safe Workplaces and Equipment

We will strive, throughout our organisation, to continuously improve the safety of our equipment, our working environment and the workplace health of our employees as part of our commitment to reduce the number and severity of workplace accidents. This is done by involving our employees, suitably training them and encouraging them in strengthening our health and safety culture.

We are committed to improving workplace ergonomics and design our work environments with this in mind, contributing to our commitment to preventing occupational disease. To further protect our workers, we also commit to preventing exposure to hazardous substances.

5 Health and Wellbeing

The health and wellbeing of our employees is of the highest importance at Norcros, and we are committed to reducing stress and promoting wellbeing. We are committed to fostering an environment that promotes positive mental health and provides the necessary support to our employees.

6 Identification and Control of Risks

Every employee will be involved in actively identifying potential risks, within the framework of our robust risk management culture. We will take these hazards seriously, assessing them, prioritising them and eliminating them where possible. Where elimination is not possible, we will put in place suitable control measures. We will involve our employees at all stages of this process to further advance our continuous improvement culture.

7 Contractors and Associates, Business Partners

Our standards and conditions of health and safety behaviour and performance apply equally to contractors and associates. We will ensure that they understand our systems and procedures and that they adhere strictly to them. We expect our suppliers and other business partners to share our commitment to health and safety.

8 Learning from our Experiences

We will thoroughly investigate incidents and potentially dangerous occurrences. We will determine root causes and act positively and rapidly to prevent reoccurrence. Details of causes and countermeasures will be shared throughout our businesses. Everyone in Norcros is encouraged to share and adopt good practice, learning from the experiences of others.

9 Monitoring and Review

We will continue to develop systems for measuring performance, sharing our findings with our colleagues who will strive to positively drive continuous improvement. We will carry out periodic reviews of our operations with a focus on our safety systems and behaviour, making use of the wealth of expertise held within the group as well as external bodies. Each business unit will have in place a suitable reporting/monitoring mechanism, which will also be used to provide data for the Norcross plc Board. Management at business unit and at group level will use this to manage and improve health and safety performance.

Thomas Willcocks
Chief Executive Officer, Norcross plc
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