



GENERAL STATEMENT OF POLICY

This policy statement is our commitment to the management of health and safety. Our vision is for all those who come into contact with us, whether they are employees, visitors, clients or contractors, to be confident that we will seek to ensure they are safe and well.

Policy Statement

Intermediate Capital Group (“ICG”) aims to ensure so far as is reasonably practicable the health, safety and wellbeing of its employees and others who may be affected by its undertakings. ICG takes its health and safety obligations seriously and recognizes the need to comply with relevant health and safety legislation

ICG is committed to:

- Providing safe and healthy working conditions and suitable equipment for all its employees and any temporary, agency or self-employed workers
- Providing information, instruction, training and supervision for its employees to enable them to work safely and to ensure that they are competent and confident in the work they carry out
- Providing and maintaining safe plant and equipment together with associated safe systems of work
- Ensuring the safe handling, storage and use of substances
- Promoting preventative measures to assist in the elimination or reduction of work-related ill-health and health and safety incidents
- Providing adequate resources to maintain good health and safety standards
- Ensuring that there is the provision of competent health and safety advice to the business
- Consulting and communicating with its employees on matters affecting their health and safety

We expect:

- All employees to take personal and collective responsibility to help us achieve our vision and contribute to every aspect of health and safety performance, including the reporting of any concerns to management

This Policy is available to all interested parties, reviewed periodically to ensure on-going suitability and authorised by the Executive Committee.

A handwritten signature in blue ink, appearing to be 'AB', is written over a faint, circular watermark or stamp.

Signed:

By David Bicarregui, Chief Financial Officer, for and on behalf of the Executive Committee, 4 November 2024