

Group UK Health and Safety Policy Statement.

June 2026



Policy Details

Group Policy Name:	Group UK Health and Safety Policy Statement
Group Policy Owner:	Group Chief Executive Officer
Group Policy Custodian:	Head of Group Health, Safety & Environment
Effective Date:	June 2026
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Policy Review Number:	V2.0
Internal or External Use:	Internal
Policy Level:	2

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Who We Are

ZIGUP plc ('ZIGUP' 'We', 'Us' or 'Group') and each of its group undertakings exists to keep customers mobile. We are the leading supplier of integrated mobility solutions and automotive services to a wide range of businesses and customers.

Health & Safety Policy Statement

The Group accepts its legal and moral responsibility and is committed to ensuring the health, safety and welfare of employees, so far as is reasonably practicable.

The principal objective of this Policy and associated arrangements are to prevent injury, loss or ill health to any person affected by the company's activities insofar as it is reasonably practicable.

The Group accepts responsibility for those who may be affected by its activities such as employees, visitors, customers, the general public and other workers not in the company's employment.

Health & Safety Objectives

- Set standards which will meet the relevant statutory requirements for health, safety and welfare matters, as these affect its own employees, visitors, customers, and others affected by our business activities.
- Provide a safe working environment and the provision of adequate welfare facilities. A place of work including access and egress that is safe and without risk to health. All premises and equipment that are contained in a clean and safe condition, free from risk to health.
- Arrangements for the planning, development and review of this health and safety policy and associated procedural arrangements and where appropriate, develop these standards according to changes in legislation, working practices, technology, organisational change, accidents, incidents, and business requirements.
- Undertake suitable and sufficient risk assessments to identify all reasonably foreseeable risks of activities and ensure appropriate controls are implemented to mitigate those risks.
- Ensure that procedures for the consultation with employees and others affected by our activities in matters affecting health and safety at work are established and followed.
- Ensure cooperation and consultation on health and safety issues with employees and others working within our premises.
- Provide information, instruction, training, and supervision to ensure that all employees are properly informed of their responsibilities and arrangements for health and safety.
- Provide encouragement and safety leadership for all employees to set high standards of health and safety.
- Establish and maintain procedures for reporting, recording and investigation of accidents, incidents and near misses ensuring that proportionate remedial action is taken to reduce the likelihood of reoccurrence.
- Provide and maintain safe systems of work and a safe working environment with regards to the Group's estate, buildings, facilities, and equipment.
- Ensure that suitable and sufficient training is identified, delivered, and maintained to enable employees to meet their own health and safety duties.
- Promote a positive health and safety culture throughout the Group and demonstrate health and safety leadership of the highest standards.
- To ensure the application of this health and safety policy, make available the necessary resources, equipment, personnel, and time to ensure the health and safety of all employees and others who may be affected by the Group's activities.

Health and Safety Responsibilities

The Group Chief Executive Officer is responsible for establishing and monitoring health and safety arrangements and ensuring the objectives in this Health and Safety Policy can be achieved.

The Group Chief Executive Officer and the Board, however, place a primary responsibility on Management across the Group in ensuring full and effective compliance with the requirements in this Policy.

The Head of Group Health, Safety & Environment is responsible for setting strategy and policies in accordance with legislation, providing advice and guidance, and for reporting on the Group's health and safety performance.

All employees are responsible for their own health and safety and that of others who may be affected by their actions or activities.

Employees must always act responsibly, and an activity must not be carried out unless it is safe to do so.

A handwritten signature in black ink, appearing to read "M. Ward".

Martin Ward

Group Chief Executive Officer