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## Health and Safety Policy Statement

In accordance with its duty under Section 2(3) of the Health and Safety at Work etc. Act, 1974, and in fulfilling its obligations to both employees and the public who may be affected by its activities, the Managing Director of Shorts Agricultural Services limited has produced the following statement of policy in respect of health and safety.

It is our aim to achieve a working environment which is free of work related accidents and ill-health and to this end we will pursue continuing improvements from year to year.

We undertake to discharge our statutory duties by:

- Identifying hazards for our work activities, assessing the risks related to them and implementing appropriate preventative and protective measures;
- Providing and maintaining safe plant, vehicles and work equipment;
- Establishing and enforcing safe systems of work to prevent accidents and work related ill health;
- Ensuring safe use and handling of substances;
- Recruiting and appointing personnel who have the skills, abilities and competence commensurate with their role and level of responsibility;
- Ensuring that tasks given to employees are within their skills, knowledge and ability to perform;
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate;
- Promoting awareness of health and safety and of good practice through the effective communications of relevant information;
- Ensure access to competent industry related safety advice;
- Furnishing sufficient funds needed to meet these objectives.

All employees and agency staff on their part are encouraged to contribute actively towards achieving a work environment that is free of accidents and ill health.

The main objectives of our Policy are to achieve a zero-accident count by preventing accidents, comply with current legislation, maintain a sound reputation for Health and Safety and fulfil the needs of our training plan.

Our health and safety policy will be reviewed annually to monitor its effectiveness and to ensure that it reflects changing needs and circumstances.

This statement is to be read in conjunction with the responsibilities, arrangements, procedures and guidance that together form the Shorts Agricultural Services Limited Employee Handbook.

Signed: 

Designation: Managing Director

**Gary Short**

Date: 15<sup>th</sup> December 2025