

HEALTH & SAFETY POLICY STATEMENT – UK & IRL

Nippon Express UK Ltd and Nippon Express (Ireland) Ltd (hereinafter NE) recognises and accepts its duties under the Health and Safety at Work etc. Act 1974 (for England and Scotland) and the Safety, Health and Welfare at Work Act 2005 (for Ireland). NE is committed to ensuring the provision of a safe and healthy working environment for our employees, and to visitors, contractors, and others who may be affected by our activities, to ensure all legal and organisational standards relating to health and safety are met, so far as is reasonably practicable.

The Company shall take appropriate steps within its authority for the:

- Provision and maintenance of adequate welfare facilities, and safe plant and work equipment
- Safe handling, storage, and use of substances
- Maintenance of a safe place of work and provision and maintenance of a safe means of access to and egress from it
- Prevention of accidents and incidents that may result in injury or ill health or damage to property
- Manage health and safety workplace risks with suitable and sufficient assessments.
- Provision of sufficient information, instruction, training, and supervision as is necessary to ensure employees are competent to do their work.
- Provision of time and resources necessary for the consultation and participation of workers on matters affecting their health and safety

Responsibilities

This Health and Safety Policy is an integral element of our business strategy, therefore: All senior management positions, managers and supervisors are responsible for its implementation as set-out within this policy under roles and responsibilities and are accountable for the effective maintenance and continual improvement of the Company Health and Safety Management System over which they have control.

All employees, including those carrying out work on behalf of the company, have a duty to take care of their own health and safety and that of others who may be affected by their actions. Employees are required to co-operate with Managers and co-workers to help everyone meet their legal requirements and are reminded to immediately report any unsafe conditions or acts that may be a risk to themselves or others.

Consultation

Our health and safety policy requires the active involvement of all our people at all applicable levels and functions. We will therefore ensure effective consultation, communication and cooperation takes place throughout the Company in relation to health and safety matters. In doing so we seek to create a positive culture that ensures commitment by everyone to health and safety best practice.

Policy control and Review

NE is committed to maintaining a focus on safety and health to prevent work-related injury, ill-health and to promote wellbeing, and shall review our Health and Safety policy, and any associated related policies, on an annual basis or sooner considering any relevant legislative changes or needs of the Company in the UK and Ireland.

Copies of this policy shall be accessible to all employees, displayed at all company locations and made available to any interested party on request.

A blue ink signature, appearing to read 'Steve Williams', written over a horizontal line.

STEVE WILLIAMS

Managing Director, UK and Ireland