

HEALTH & SAFETY STATEMENT OF INTENT

Gardiner and Theobald LLP (G&T' or the 'Firm') recognises its duty to comply with the *Health & Safety at Work etc. Act 1974 (HSWA 1974)*, and other related UK health and safety (H&S) legislation and the applicable legislation in other countries where we operate. We are committed to operating the Firm in a manner which ensures that employees, and those affected by our undertakings, are protected from foreseeable hazards and exposure to unnecessary risk, so far as is reasonably practicable. Where reference is made to employees in any of the Firm's policies or procedures relating to H&S, this is taken to include employees, management, partners, temporary workers, agency staff, subcontractors and visitors who may be working in, or visiting, any of the Firm's premises or sites.

The Firm has appointed Adam Glover (Managing Partner) as having overall responsibility for H&S. Kayne Howes is the responsible Partner for the implementation of the Firm's policies and procedures for health, safety and welfare, and to whom reference should be made in the event of any difficulty arising in the implementation of the Firm's arrangements.

The Firm is committed to:

- Conducting an assessment of the risks to health, safety and welfare to employees whilst at work, and take all necessary measures to reduce risks as far as reasonably practicable.
- Providing and maintaining systems of work, which are safe, and without risk to health.
- Providing a safe workplace and ensuring that access/egress are safe and without risk.
- Ensuring that all machinery, plant and equipment are maintained in a safe condition.
- Providing information, training and instruction to employees to ensure safe working.
- Consulting with employees and safety representatives, in matters affecting their H&S.
- Taking all necessary steps to investigate the circumstances, where an employee raises an issue, concern or hazard related to health, safety and welfare in the workplace. Where appropriate, corrective measures will be taken and the employee will be advised (to the extent possible) of the action taken.
- Setting H&S objectives with the aim of continually improving processes, systems and overall compliance with legislation and regulations.
- Continually monitoring and reviewing the *H&S Policy*, objectives and procedures, making any necessary alterations as required.

The duties of employees are to:

- Take reasonable care of their own H&S, and that of others who may be affected by their acts or omissions at work – including the responsible use of personal protective equipment (PPE) and other H&S-related systems, procedures and equipment.
- Co-operate with others in the Firm to fulfil statutory duties.
- Not interfere with, misuse or willfully damage anything in the interests of H&S.
- Report H&S issues, concerns and hazards to the attention of line management.
- Adhere to the health and safety instructions provided by the Firm and participate in any required training

This *H&S Statement of Intent* will be displayed prominently at all offices, sites and workplaces of G&T. It should be read in conjunction with the Firm's H&S Policy and *Safety Management System (SMS)*, which are available at each office, site and workplace, for reference by any employee. Where appropriate, the *H&S Statement of Intent* and/or *H&S Policy* will be made available to interested parties.

Adam Glover 	Kayne Howes 
Managing Partner for Gardiner & Theobald LLP	Partner responsible for H&S for Gardiner & Theobald LLP
Date: 11 th August 2025	Date: 11 th August 2025