

Alcohol and Drugs Policy

Introduction

This policy is applicable to all entities within the Group, specifically Amiri Construction Ltd and Amiri Homes Ltd, and outlines their actions and obligations as detailed in this document.

Policy Brief & Purpose

We are committed to providing a safe, healthy and productive working environment. This includes ensuring that everyone is fit to carry out their duties safely and effectively in an environment free from alcohol and drug misuse. This policy applies to everyone and covers the possession and consumption of alcohol and the possession, distribution, sale or misuse of drugs and/or psychoactive (mind altering) substances and/or drug paraphernalia. Any breaches of this policy will be treated as gross misconduct and will be dealt with in accordance with our disciplinary policy. We prohibit the possession, distribution, sale or misuse of alcohol and/or drugs, on or near our premises/sites and/or at any time when you are representing us in the course of your duties. Company organised functions or events are covered within this policy in relation to drug possession or use away from work.

Preventative Measures

To proactively prevent employees from attending site under the influence of alcohol and/or drugs, the company implements the following measures:

- Mandatory induction training covering substance misuse awareness.
- Regular toolbox talks and awareness campaigns.
- Clear communication of disciplinary consequences for policy violations.
- Support pathways for employees to confidentially disclose substance issues and seek help before they impact work performance.

Employee Responsibilities

As a way to prevent employee distress, we have set up policies for:

- Anyone suspected of being under the influence of alcohol and/or drugs will be treated in a fair and consistent manner. We will ensure that anyone who advises their line manager prior to and whilst off duty from work that they have an alcohol and/or drug problem, or is affected by substance abuse is given the necessary support.
- You are expected to arrive at work fit to carry out your job role and to be able to perform your duties safely without any limitations due to the use or aftereffects of alcohol and/or drugs (whether prescribed, over the counter or illegal).
- If you are prescribed medication by a medical professional, you must seek advice from your GP or pharmacist about the possible effect on your ability to carry out your job and whether your duties should be modified or adjusted. If you receive medical advice, you must tell your Line Manager immediately.
- You should not drink alcohol during the normal working day, at lunchtime, at other official breaks or if you are required to be on-call. Where appropriate in the course of your duties you may be required to attend a social function, you are expected to apply good judgment in line with the company values regarding the levels of alcohol consumption.

- You must comply with the drink-driving laws and the drug-driving laws at all times and / or customer specific requirements. Committing a drink-driving or drug-driving offence while working for us is prohibited.
- Line management has the responsibility to monitor compliance with this policy and for taking action where necessary.

Searches

We reserve the right to conduct searches for alcohol or drugs on our premises, including, but not limited to, searches of you, lockers, filing cabinets, desks, bags, clothing and packages.

Any alcohol or drugs found as a result of a search will be confiscated, destroyed or handed into a pharmacy for professional disposal, and action will be taken under our disciplinary policy.

Alcohol and Drug Testing/Screening

We reserve the right to screen everyone under the following circumstances:

- As part of an agreed programme.
- Where customer specific requirements apply.
- Where there is reasonable cause to suspect that you have been under the influence of alcohol and/or drugs at work or that your work has been affected by alcohol or drug misuse. This is commonly called 'for cause' testing.
- If you are selected during unannounced random testing. Alcohol and Drug screening will be conducted by an approved external provider. Arrangements will be discussed with you prior to commencement of the screening.

Examples of when testing procedures may be instigated:

If you arrive at work and it is reasonably believed you are under the influence of alcohol and or/drugs, we shall immediately contact the Group SHEQ and/or HR team in order that an investigation can be undertaken, which may involve the use of the screening process. Where a manager considers that deterioration in work performance and/or changes in patterns of behaviour may be due to drugs or alcohol misuse they should seek advice and assistance from the Group SHEQ and/or HR team.

Testing Requirements and Frequency

- Testing Frequency: Random testing may occur at any time without prior notice. Frequency is determined based on risk assessments, customer requirements, or previous incidents.
- Substances Tested For: Testing may include, but is not limited to, alcohol, cannabis, cocaine, amphetamines, opiates, benzodiazepines, and other psychoactive substances.
- Management of Test Results: All test results are handled confidentially and stored securely. Positive results are reviewed by the Group SHEQ and HR teams, and appropriate disciplinary or support actions are taken.

Test Results

A positive test result, refusal to comply with a request to submit to testing or falsifying or interfering with testing procedures is a disciplinary matter.

Suspension From Duty

We reserve the right to suspend with full pay, anyone who is believed to be under the influence of alcohol and/or drugs at any time during the working day and who is considered to be unfit for duty and/or a risk to the health and safety of others, pending the outcome of test results.

Post-Incident and Reasonable Cause Testing

- Post-incident testing will be conducted following any workplace accident, near-miss, or safety-critical event where substance misuse is suspected.
- Reasonable cause testing may be initiated based on observed behaviour, performance deterioration, or credible reports from colleagues.

Return-to-Duty and Follow-Up Testing

- Employees who test positive or undergo substance abuse treatment must complete a return-to-duty process, including a negative test result before resuming work.
- Follow-up testing will be conducted on an unannounced basis for a defined period, typically 12 months, to ensure continued compliance.
- A tailored support and monitoring plan will be developed in collaboration with the Group SHEQ and HR teams.

Communication

This policy will be communicated to everyone including supply chain partners, with updates issued as and when required.

Jon Daines

Managing Director, Amiri Construction

30th September 2025

Adrian Cator

Managing Director, Amiri Homes

30th September 2025

This policy was approved electronically. Proof of signature is available on request.

Right to Work Policy

This policy is applicable to all entities within the Group, specifically Amiri Construction Ltd and Amiri Homes Ltd, and outlines their actions and obligations as detailed in this document.

This policy sets out our organisation's approach to employing overseas nationals. We will comply with all our legal obligations in relation to employing workers from overseas.

This policy does not form part of your contract of employment, and we reserve the right to amend or withdraw it at any time.

1. Avoid Illegal Working

Our organisation will not employ anyone who does not have a legal right to work in the UK.

All offers of employment we make will be subject to the job applicant providing us with:

- ▲ the required original documents (which we will verify with the job applicant in person or remotely via a live video link); or
- ▲ the information we need to be able to carry out a check using the Home Office online [right to work](#) service confirming the job applicant's right to do the work in question - for us to be able to conduct an online check, the individual must have shared their right to work details with us using the Home Office [prove your right to work to an employer](#) online service by providing their share code and date of birth.

HR will conduct the necessary checks during the recruitment process.

If an individual has time-limited permission to live and work in the UK, they will need to provide evidence of their renewed right to live and work in the UK, or of a valid application having been made, prior to the expiry of that time-limited permission. We will carry out checks in line with Home Office requirements.

If a successful job applicant is unable to provide evidence of their right to do the work in question, or the Home Office online check fails to confirm their right to do the work in question, we will have no option but to withdraw the job offer.

If we become concerned during the course of their employment that an employee does not have the right to work in the UK, we will investigate the circumstances. If it becomes clear that the employee does not, or does not appear to, have the right to work in the UK, we may be left with no option other than to terminate the employee's contract of employment.

We will refer anyone who cannot evidence their right to work in the UK in the role in question, to [Citizens Advice](#) for further advice. However, we will not employ anyone until we have been able to carry out the necessary checks.

2. Points-Based System

Our organisation will comply with the requirements of the Home Office's points-based system for employing workers from overseas. Where we plan to recruit a worker who is subject to immigration control and who does not already have the right to work in the UK, HR will look into whether sponsorship is the best way forward.

For eligible workers from overseas who we plan to recruit, we will apply for a sponsor licence to enable us to issue a certificate of sponsorship to those workers.

We will comply with our obligations as a licensed sponsor.

3. Avoiding Race Discrimination

Our organisation will do all that it can to avoid race discrimination in the workplace, and to ensure that no job applicant is excluded from a position because of their colour, race, nationality, or ethnic or national origins.

We will treat all job applicants in the same way at each stage of the recruitment process, and will make no assumptions on the basis of, for example, appearance or name. There will also be no assumption that an overseas national or someone from an ethnic minority has no right to work in the UK.

We will recruit candidates who are most suited to the position and we will comply with our equal opportunities policy at all times. Subject to eligibility for sponsorship where necessary, the nationality of the most suitable candidate will have no bearing on whether we select them for the post. If the organisation does not have a sponsor licence at the time of recruitment process, this will not be a bar to us recruiting an overseas national in a role that would otherwise qualify for sponsorship, subject to the organisation being granted a sponsor licence.

The requirement to provide evidence of the right to work in the UK will apply to all new recruits, regardless of their race, nationality or ethnic or national origins.

4. HR Responsibilities

The HR department is responsible for ensuring that individuals who they recruit into their team have the legal right to work in the UK in the role in question and for ensuring that the necessary checks on documents are carried out. Managers who fail to do so may be subject to disciplinary action, including dismissal.

In the event that a manager becomes concerned that an employee in their team is working in the UK illegally, they should report the matter to the HR department, giving reasons for their concern. The HR department will investigate the matter further.

5. Data Protection

We will process individuals' personal data, including information about racial or ethnic origin, collected to establish the right to work in the UK and to comply with other immigration requirements, in accordance with our organisation's data protection policy.

Jon Daines

Managing Director, Amiri Construction

January 2026

Adrian Cator

Managing Director, Amiri Homes

January 2026

This policy was approved electronically. Proof of signature is available on request.

Environmental Policy

Introduction

This policy is applicable to all entities within the Amiri Group, specifically Amiri Construction Ltd and Amiri Homes Ltd, and outlines their actions and obligations as detailed in this document.

Policy Brief & Purpose

The Group recognises that, whilst the buildings and civil engineering works produced by its construction activities will, it believes, enhance the quality of the built environment, the construction processes used have the potential to damage the rest of the environment.

The Group will, therefore:

- a) Keep up to date and comply with all environmental legislative requirements, codes of practice and relevant technical advances.
- b) Keep up to date and comply with customers' environmental requirements.
- c) Ensure that environmental opportunities are considered for tenders and contracts so that environmental improvements are identified and where possible implemented.
- d) Set objectives and targets (including, where practicable, quantitative targets) to demonstrate continual improvement in environmental performance and prevention of pollution.
- e) Monitor and review the set targets on an annual basis.
- f) Communicate this Policy to all members and staff of the Group, and make it available to the public and other interested parties.
- g) Ensure that the Group's commitment to the protection of the environment is transmitted to all suppliers/subcontractors, when supplying services or products.
- h) Provide information to sub-contractors and suppliers in order that they can contribute to the delivery of the Group's environmental objectives.
- i) Identify staff responsible for the day-to-day co-ordination of environmental management within the company.
- j) Maintain accreditation of our environmental management system to OHSAS 14001.

Managers' Responsibilities

Implementation of this Environmental Policy will be the responsibility of the Managing Directors. Detailed implementation will be the joint responsibility of the Group SHEQ Manager and the managers responsible for delivery of each individual project.

Throughout all of the Group's operations, including design, construction and office management, the Group will seek to maximise opportunities to:

- a. Influence clients and designers to improve the whole-life environmental performance of the construction projects in which the Group is involved, establishing energy-efficient and sustainable design solutions where practicable and appropriate.
- b. Reduce waste disposal to landfill and produce a Site Waste Management Plan for every project undertaken.
- c. Reduce polluting emissions.
- d. Reduce consumption of energy and water.
- e. Reduce impacts on flora, fauna and landscape and enhance nature conservation.



Jon Daines

Managing Director, Amiri Construction Ltd

January 2026

Adrian Cator

Managing Director, Amiri Homes Ltd

January 2026

This policy was approved electronically. Proof of signature is available on request.

Anti-Bribery and Corruption Policy Statement

Introduction

This policy is applicable to all entities within the Amiri Group, specifically Amiri Construction Ltd and Amiri Homes Ltd, and outlines their actions and obligations as standard, procedure and guidance on anti-bribery and corruption (ABC) and is to be adhered to by all Group employees.

Policy

All employees of the Group must comply strictly and in good faith with this anti-bribery and corruption policy. The Managing Directors want employees to be proud to work for the Group and to ensure that they conduct business in an ethical way. They consider compliance with anti-bribery laws to be more than a legal requirement, but also a moral obligation. To the Group this means upholding high ethical standards, acting responsibly to make a positive contribution to our communities and making sure that our business conduct is always fair, honest and ethical. Anti-bribery and corruption are therefore at the heart of our core values.

The Group does not tolerate bribery and corruption. The Group will not hesitate to take legal, and/or disciplinary action against those who act in breach of this policy. This means:

- The Group will not conduct business with any third parties whom it has reasonable grounds to suspect are involved in bribery or corruption.
- Employees who deliberately disregard the procedures and guidelines in this policy will face disciplinary action.
- Offering or accepting a bribe constitutes gross misconduct and therefore is grounds for dismissal.

Anti-bribery law prohibits the Group's:

- employees from offering a bribe, or
- employees from accepting a bribe

In addition, the Group would have separate liabilities if it is adjudged to have failed to prevent corruption either within the Group or by others who are acting on their behalf.

There are very serious penalties for bribery offences in the UK. These include terms of imprisonment of up to ten years and unlimited fines.

All of the above underline why it is important for all Group employees to adhere to this policy. It contains important obligations for all employees. It is designed to address the key dos and don'ts and to set out potential situations that employees could find themselves in and the correct procedures they must follow.

The Group supports this policy with a comprehensive training programme for employees and a range of other measures to ensure compliance with anti-bribery and anti-corruption rules.

The Group is also committed to ensure that third parties who perform services on its behalf (whether suppliers, agents, joint venture partners or others) do not engage in corrupt activity of any kind. The Group will expect these parties to adhere to the principles set out in this policy and have equivalent standards of conduct in their organisations.

The Group aims to create and maintain a trust-based and inclusive internal culture in which bribery and corruption will not be tolerated. The Managing Directors are committed to encouraging a culture where employees can raise any concerns without fear that this will lead to suspicion or mis-trust. Accordingly, if any employee suspects that others with whom the Group does business are behaving in a corrupt manner or if any employee is offered a bribe, asked to give a bribe or is otherwise aware of potentially corrupt activity in the course of their work, they should report this immediately to the directors for their action. This is an essential obligation for all employees. A



deliberate failure to report bribery by others can lead to disciplinary actions and may also be helping to conceal a crime.

All employees must ensure that they read this policy carefully. If you have questions or comments about the policy, or require advice in relation to any matters covered in it, please contact our Managing Directors.

Jon Daines

Managing Director, Amiri Construction

January 2026

Adrian Cator

Managing Director, Amiri Homes

January 2026

This policy was approved electronically. Proof of signature is available on request.

Equal Opportunities & Diversity at Work Policy

Introduction

This policy is applicable to all entities within the Group, specifically Amiri Construction Ltd and Amiri Homes Ltd, and outlines their actions and obligations as detailed in this document.

Policy Brief & Purpose

To assert and define the Group's approach to equality of opportunity and to dignity at work for all employees and to define the behaviours and approaches which are, and which are not, acceptable to the Group Policy applies to all employees, such term to include established and temporary employees, and also Clients, subcontractors, consultants and any third party working within the Group.

Policy Statement

The Amiri Group is an equal opportunities employer. We are committed to ensuring within the framework of the law that our workplaces are free from unlawful or unfair discrimination on the grounds inter alia of colour, race, nationality, ethnic or national origin, gender (including gender reassignment), sexual orientation, sexuality, age, marital status, or disability.

We aim to ensure that our staff achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory or other unlawful criteria.

All staff have a right to equality of opportunity and dignity at work and a duty to implement these policies. Breach of the Equal Opportunities and Diversity at Work policy is potentially a serious disciplinary matter. Anyone who believes that he or she may have been disadvantaged on discriminatory grounds is entitled to raise the matter through the grievance procedure. Violations of the Equal Opportunities and Dignity at Work policy will be treated as a disciplinary offence, as will any attempt to victimise or retaliate against an employee bringing a complaint.

Disciplinary action taken will be in accordance with the current Amiri Disciplinary and Dismissal Policy and Procedures.

Internal Employment Practices

We are committed to treating people with fairness and respect and therefore:

- Recruitment and employment decisions will be made on the basis of fair and objective criteria. Our selection procedures are reviewed from time to time to ensure that they are appropriate for achieving our objectives and for avoiding unlawful discrimination.
- The requirements of job applicants and existing members of staff who have or have had a disability will be reviewed to ensure that whatever possible reasonable adjustments are made to enable them to enter into, or remain in, employment with us. Promotion opportunities, benefits and facilities of employment will not be unreasonably limited and every reasonable effort will be made to ensure that disabled employees participate fully in the workplace.
- Person and job specifications will be limited to those requirements which are necessary for the effective performance of the job. Interviews will be conducted on an objective basis and personal or home commitments or requirements will not form the basis of employment decisions. It is recognised that there may be specific job factors, which may impact on such commitments, or requirements (e.g. unsocial hours or travel) and these should be discussed objectively. No candidate will be rejected on the basis of trade union membership or on the basis of a spent conviction.
- Appropriate training will be provided to enable staff to implement and uphold our commitment to equality of opportunity.

- Working patterns will be reviewed so as to enable us to offer flexible working to staff and carer childcare responsibilities where possible. When necessary, special provision will be made for training staff to work following a break for domestic reasons.
- Consideration will be given to developing action plans to promote equality of opportunity.

Dignity at Work Policy

We are committed to treating people with fairness and respect and therefore:

- As an employer the Group has a responsibility to seek to ensure that the work environment treats people with fairness and respect.
- The right of all staff to equal opportunities includes a statutory right for all employees to enjoy personal dignity at work. Employees suffer a breach of the right to dignity at work where they suffer during their employment, harassment or bullying or any act, omission or conduct, which causes them to be alarmed or distressed.
- Behaviour which is regarded as harassing can be unintentional behaviour, which is offensive to the recipient, as the impact on the individual who feels themselves to be harassed is a key issue, and not necessarily the intention of the perpetrator.
- Any breach of dignity at work at work will not be permitted or condoned, and employees have a right to complain about it, should it occur.
- Where an informal approach has not resolved the issue, the current Group Grievance Procedure should be used.
- All employees are assured that where the grievance concerns any discrimination or harassment issues then the complaint will be taken seriously, investigated objectively and confidentiality will be maintained throughout the investigation of the allegation.
- Violations of the Equal Opportunities Policy, as explained in the Discrimination Acts and Harassment Statements below, will be treated as a disciplinary offence and be dealt with in accordance with the Group Disciplinary and Dismissal Policy and Procedures, as will any attempt to victimise or retaliate against an employee bringing a complaint.

Modern Day Slavery Act

We will take seriously any allegations that human rights are not properly respected. Our Modern Slavery policy specifically prohibits activities linked to slavery, servitude, forced labour and human trafficking. All our suppliers are required to comply with this policy. Please refer to our Modern Slavery policy for more information.

Discrimination

Race Discrimination is where, on the basis of racial grounds:

- An individual is treated less favourably than others.

Requirements or conditions are applied to an individual which:

- Is such that the number of people from that racial group who can comply with it is smaller than the number of individuals not of that group who can comply with it.
- Cannot be shown to be justifiable to the individual to whom it is applied irrespective of their colour, race, nationality and ethnic or national origin.
- Is to the detriment of an individual because he/she cannot comply with it.

Direct Discrimination would include, for instance:

- Using inappropriate, biased or prejudiced methods in any employment matter e.g. offering/refusing employment, promotion, transfer, training or other benefits, facilities and services.

- Having unfair opinions about people or groups of people and using these unsuitable opinions to make unfair decisions.

Indirect Discrimination would include, for instance:

- Separating an individual or group of people and treating them differently.

Victimisation

Whereby an individual is treated less favourably than another in the same circumstances because they have brought proceedings, given evidence or information or alleged a contravention of the discrimination laws.

Racial harassment includes a wide range of abusive and/or threatening behaviour. It is any hostile act or expression on racial, ethnic origin, nationality, or skin colour grounds by an individual of one racial or ethnic origin against another, or incitement to commit such an act.

Examples of racial harassment might include:

- Offensive remarks about appearance, derogatory name calling, racist jokes.
- Racist comments in the course of a discussion.
- Threats against an individual because of their race.
- Racist graffiti or other written insults.
- Provocative behaviour such as the wearing of racist badges, or distributing racist literature.
- Attempts to recruit people to racist organisations or groups.
- Unwelcome questions or comments about an individual's ethnic or cultural background.
- Excluding individuals from activities or conversations because of their race, colour, ethnic or national origin.

Sex Discrimination

Sex discrimination is where, on the basis of the grounds of sex:

- An individual is treated less favourably than an individual of the opposite sex.

Provision, criterion or practice is applied to the individual, but where:

- The number of women/men who can comply is considerably less than men/women who can comply.
- There is no justifiable reason to impose, irrespective of the sex of the individual.
- Is to the detriment of men or women.

Sex discrimination, as with race discrimination above, can be direct, indirect and involve victimisation.

Sexual Harassment is unwanted conduct of a sexual nature, or other conduct based on sex, affecting the dignity of men and women at work. It is distinguished from mutual, acceptable, friendly or social behaviour, which may occur during contact between people at work and refers to behaviour, which is unsolicited, repeated or personally offensive to the recipient. Examples of sexual harassment might include:

- Any behaviour, which patronises individuals, causes them discomfort, intimidates them or offends them. This could be caused by remarks, looks, gestures, attitudes or jokes. Sometimes this can be by innuendo, alluding to someone's personal life, or by remarks about dress, appearance or figure.
- Attitudes which show a lack of respect for individuals and which help to create an atmosphere in which individuals feel uncomfortable and unwelcome.
- Making provocative suggestions or pressing individuals to accept unwelcome invitations.
- Propositioning individuals.

- The display of pornographic, semi-pornographic or suggestive material which others find offensive.
- Physical contact to which the individual has not consented, or to which he or she has not been given the opportunity to object.
- Inappropriate and offensive remarks when referring to an individual's sexual orientation e.g. comments referring to 'camp' or 'butch', or jokes about an individual's sexuality.

Disability Discrimination

The Disability Discrimination Act prohibits direct discrimination and victimisation against individuals who suffer from a physical or mental impairment, which has a substantial and long-term adverse effect of their ability to carry out normal day-to-day activities.

Disability discrimination, as with race and sex discrimination above, can be direct, indirect, and can involve victimisation.

Disability Harassment

Disability harassment is making belittling remarks, mimicking, prying, staring, excluding or patronising behaviour which is directed at anyone with a disability, or groups of disabled people, and makes them feel threatened or at a disadvantage. Examples might include:

- Use of offensive language.
- Unwelcome and repeated questioning about the reasons for an individual's disability or their personal life.

Bullying

Bullying is more than a strong, firm, authoritarian style and can be described as persistent, offensive, abusive, intimidating, malicious or insulting behaviour which makes the recipient feel upset, threatened, humiliated or vulnerable, which undermines their self-confidence and which may cause them to suffer stress. It usually results from an abuse of status and power, but it can also result from an abuse of any form of individual power such as physical strength, personality, age, or collective power through strength of numbers.

Bullying:

- Is destructive rather than constructive
- Criticises people rather than their mistakes
- Publicly humiliates rather than privately correcting them.

Other Forms of Harassment

There are a wide variety of grounds upon which people can be harassed, and these would also include amongst other things and not exhaustively;

- Religious or political convictions
- Willingness to challenge harassment, leading to victimisation
- Membership, or not, of a Trades Union
- Status as ex-offenders
- Age
- Real, or suspected, infection with HIV+/AIDS
- Gender re-assignment



The above are non-exhaustive examples of discrimination and the Policy should not be used in isolation to the law, which will prevail.

Jon Daines

Managing Director, Amiri Construction

January 2026

Adrian Cator

Managing Director, Amiri Homes

January 2026

This policy was approved electronically. Proof of signature is available on request.

H&S Directors Statement of Intent

Introduction

This policy is applicable to all entities within the Amiri Group, specifically Amiri Construction Ltd and Amiri Homes Ltd, and outlines their actions and obligations.

Policy Brief & Purpose

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 employees, visitors, neighbours, contractors and the general public who may be affected by its activities, the Directors of the Amiri Group have produced the following statement of Policy in respect of Health, Safety, Welfare and Environmental concerns.

It is the aim of the Directors, so far as reasonably practicable, to ensure that:

- The working environment of all employees is safe and without risks to health and that adequate provisions are made with regard to the facilities and arrangements for first aid and welfare at work.
- Ensure that adequate resources both financial and physical are made available to ensure the successful implementation of this policy.
- The provision and maintenance of plant and systems of work that are safe and without risks to health.
- Those persons who are not in our employ, who may be affected by our activities, are not exposed to risks to their health and safety.
- Information, instruction, training and supervision are provided, as necessary, to secure the health and safety at work for all employees.
- Arrangements for the use, handling, storage and transportation of articles and substances for use at work that are safe and without risk to health or the environment.
- Adequate information is available with respect to articles and substances for use at work, dealing with the conditions and precautions necessary to ensure that, when properly used, they present no risks to health, safety or the environment.
- There is suitable provision for the safe access and egress to and from all working areas.
- Comply with all current health and safety legislation.
- Continually improve and review current health, safety & welfare standards throughout the company in accordance with the ISO 45001 standards.
- Maintain accreditation of our health & safety management system to ISO 45001 and integrate occupational health and safety with quality and environment.
- Targets are set and reviewed for continual improvement of the company safety management procedures and performance.

The Directors have a responsibility for the implementation of this Health and Safety Policy and associated company Health, Safety and Environmental Procedures.

Staff are reminded of the legal requirement to comply with the Policy and Procedures.

In particular, they are required:

- To take reasonable care for their own health and safety at work and of those who may be affected by their acts or omissions.

- To co-operate with their employer to ensure that they comply with any duty or requirement for health and safety and the environment, imposed upon their employer by law, and contained in this statement and the Policy and Procedures Manual.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health safety or welfare.

Evaluating Outcomes

This statement will be reviewed annually unless significant changes in health and safety legislation are forthcoming.

Jon Daines

Managing Director, Amiri Construction Ltd

January 2026

Adrian Cator

Managing Director, Amiri Homes Ltd

January 2026

This policy was approved electronically. Proof of signature is available on request.

Modern Slavery Policy

Introduction

This policy is applicable to all entities within the Amiri Group, specifically Amiri Construction Ltd and Amiri Homes Ltd, and outlines their actions and obligations as detailed in this document to prevent human trafficking and slavery in our business and supply chain.

Policy Elements

Controls

We have a zero-tolerance approach towards Modern Slavery and human trafficking in our own operations and our supply chain. Our policies require that our supply chain and consultants acknowledge their responsibility for adhering to our policies.

We undertake assessments to identify the key procurement risks categories in our supply chain using SMAS and SSIP. Our Subcontractor Terms and Conditions (Clause 43) state what we expect of our subcontractors regarding commitment to the Modern Slavery Act 2015 and our Purchase Order Conditions (19) states the same for our Suppliers. Our procurement methods are compliant with legislation, including health and safety regulations, and conform to our ethical, environmental and responsible business standards.

Our Equal Opportunities policy also refers to our commitment towards adhering to the Modern Slavery Act 2015. We will take seriously any allegations that human rights are not properly respected.

Our Modern Slavery policy specifically prohibits activities linked to slavery, servitude, forced labour and human trafficking. All our suppliers are required to comply with this policy.

We also operate a Whistle Blowing policy, aimed principally at our employees but also available to others working on our projects, that encourages employees to report any wrongdoing including human rights abuses. All reports are formally investigated and appropriate action taken.

Our minimum trading standards require all our suppliers to:

- Provide their employees with good working conditions and fair treatment;
- Respect workers' human rights and comply fully with all applicable laws;
- Ensure all work is voluntary, and not done under any threat of penalties or sanctions;
- Not require workers to pay any deposits for work, and employers – whether labour users or recruiters – must not keep original identity documents;
- Ensure that workers are free to leave work at any time, with all salary owed to be paid;
- Comply with the Modern Slavery Act 2015 (transparency in supply chains);
- Implement appropriate controls to prevent Modern Slavery; and
- Notify Amiri Group Limited immediately if they become aware of any incidents of Modern Slavery within their supply chains.

Appropriate action will be taken against suppliers who breach these obligations, which may include terminating their contract.

As part of our existing due diligence and assessment process, all of our supply chain must obtain pre-qualification clearance for approval to work with us. Post-approval, we reserve a contractual right to carry out periodic compliance audits and/or request additional information and evidence in respect of a wide range of matters which includes compliance with the Act (where applicable).

Training and Awareness

All staff are aware of this policy and it has been disseminated through subcontractor and supplier documentation.

Compliance With the Law

The Amiri leadership team is responsible for supplier relationships and for their division's compliance with the Company's Modern Slavery Policy and the Act.

We will monitor the effectiveness of our actions against modern slavery in our company and supply chain.

This statement is made pursuant to Section 54 of the Act and was approved by the Board of Amiri Group Limited. We will continue to develop our Modern Slavery Policy which will be reviewed annually.

Jon Daines

Managing Director, Amiri Construction

2nd January 2026

Adrian Cator

Managing Director, Amiri Homes

2nd January 2026

This policy was approved electronically. Proof of signature is available on request.