

HEALTH, SAFETY AND WELLBEING STATEMENT OF COMMITMENT

C B Norwood Distributors Limited (trading as Norwood and ZED) is committed to protecting the Health, Safety and Wellbeing (HSW) of our people. We are committed to effectively managing risks as far as reasonably practicable to ensure that we provide and maintain a healthy and safe working environment for our workers, customers, contractors, visitors, and any individual who uses our premises. We are committed to consulting, cooperating, and coordinating health, safety, and wellbeing activities to achieve positive HSW outcomes for our people.

We recognise that Health, Safety and Wellbeing are fundamental and underpin how we work every day. As such, we acknowledge our moral and legal obligation to protect the physical and mental wellbeing of our people from the risk of harm arising from our business operations. We meet this obligation by:

- Implementing our health and safety framework which defines and details our proactive health, safety, and wellbeing management system.
- Setting and reviewing health and safety objectives, measuring, and reporting health and safety performance.
- Fostering a nationally consistent approach to health, safety, and wellbeing across all our sites.
- Complying with applicable legislative requirements, regulations and any relevant codes of practice, standards, and guidelines.
- Promoting a positive health, safety and wellbeing culture and integrating health and safety in daily operational and management practices.
- Conducting proactive hazard identification, risk assessment and risk mitigation activities to safeguard the health, safety, and wellbeing of our people.
- Providing adequate resources, equipment, information, training, and supervision to ensure our people work safely and promote wellbeing.
- Promoting accurate reporting, investigation, reviewing and management of all/significant workplace incidents.
- Providing adequate support on employee rehabilitation and return to work programmes.
- Maintaining open communication channels on all health, safety, and wellbeing matters.
- Promoting active involvement and participation of workers in health, safety, and wellbeing processes.
- Providing change management plans to ensure that all major changes are risk assessed, consulted on, and effectively communicated to relevant stakeholders.
- Striving to continually improve our health, safety, and wellbeing system.

All employees shall comply with the requirements of this commitment and take all necessary precautions as far as reasonably practicable to prevent harm to themselves, colleagues, customers, and visitors. Management at all levels are responsible and accountable for the implementation of health, safety and wellbeing objectives, programmes, initiatives, and practices.

Signed:

Date: 18 November 2025


John Skurr
General Manager
C B Norwood Distributors Limited