



AGILITÉ
A PARELLA COMPANY

Occupational health and safety policy.

Keeping our business honest, transparent and free from corruption.

Table of contents.

- / Introduction.
- / Our commitments.
- / Collective responsibility.
- / Access and ownership.

Version history.

Version	Date	Name	Details
1.0	18/05/2022	Management	Creation of policy.
2.0	22/02/2023	Management and Samantha Beckford	Management reviewed policy. SB updated policy design template.
3.0	12/02/2024	Management team	Review of policy with minor updates to copy.
4.0	21/07/2025	Ruth Harrison-Davies	Review and update of content. Adoption of template's redesign.
5.0	31/07/2026	Naomi Felix	Annual review. No updates.



Introduction.

Agilité is an international commercial interiors services company specialising in office, retail, leisure, luxury and hospitality fit outs across Europe.

Our management team is committed to taking all reasonable steps to ensure the health, safety and welfare of our employees, clients, consultants, sub-contractors, suppliers, visitors to our projects, and members of the public – in fact, anyone who may be affected by our work.

Occupational health and safety is an essential part of how we manage the business, and all employees must follow this policy.

We use an integrated management system based on best practice and the requirements of ISO 45001:2018. The director responsible for health and safety is Kirsty Shearer, operational excellence director. Day-to-day responsibly is delegated to our country heads, who have the commercial and decision-making authority described in our governance matrix.

Any proposed changes to this management system must be shared with the board and approved before they are implemented.

We've adapted our integrated management system, policies, and procedures to reflect the requirements of each country we operate in. These are outlined in our bespoke health and safety manual, which is shared with staff and sub-contractors, and applied across all our services and activities.

Our commitments.

The management team at Agilité is committed to:

- / Providing a safe and healthy working environment for all staff
Identifying and removing hazards, and reducing risks wherever reasonably practicable
- / Complying with all applicable laws and regulations in every country where we operate
- / Setting clear health and safety objectives and reviewing them regularly
- / Continually improving our health and safety performance, best practice and management system
- / Following (and where possible, influencing) best practice to meet our clients' health and safety requirements
- / Providing information, instruction and training appropriate to all employee's roles and responsibilities
- / Allocating suitable and sufficient resources to support health, safety and welfare at every level
- / Promoting a positive health and safety culture making it a top priority across the business
- / Reviewing this policy at least once per year to make sure it stays relevant to the risks we manage and the nature of our work
- / Consulting with colleagues and encouraging their feedback, while maintaining good relationships with all regulatory bodies.

Senior managers are directly responsible for health and safety within their areas of control – at all stages of work. All employees must take reasonable care of their own health and safety – and the safety of others who may be affected by their work. Everyone must co-operate with Agilité to help maintain safe systems of work.

We've identified key risks and hazardous activities within our business, and developed procedures to control, reduce, or eliminate them wherever possible. Templates are in place to record the outcomes of risk assessments, office and site inspections, and any accident reports. Training and guidance are also available through onboarding and continuous learning.

We take health and safety into account across all areas of the business, including:

- / Selecting suppliers and services
- / Recruiting new colleagues
- / Designing safe systems of work
- / Delivering products and services
- / Managing risk and governance
- / Controlling and disposing of waste responsibly.

Health and safety information and training is provided at all levels to build competence and awareness – regardless of whether it's legally required in that location.

Collective responsibility.

Everyone at Agilité – whether employed directly or working as a consultant – must promote health, safety and welfare at work. We expect full participation from everyone to ensure this policy succeeds.

We hold regular consultations with staff and health and safety consultants to gather input, share updates, and support continuous improvement.

Responsibilities and procedures relating to this policy are set out in our occupational health and safety management system. Agilité's operational excellence director, Kirsty Shearer, is responsible for making sure this policy is implemented throughout the business. She is also accountable for its annual review and for maintaining the content of our health and safety manual. These are essential for the success of our overall management system.

Access and ownership.

A copy of this policy is available in every Agilité office and construction site and can be shared (on request) with any interested party.

Overall responsibility for this policy rests with Agilité's country heads, board of directors, operational excellence director, and managing director.



For and behalf of Agilité signed:

Signature:  Name: **Neil Coales** Date: **31/07/2026**
Managing Director

Signature:  Name: **Kirsty Shearer** Date: **31/07/2026**
Operational Excellence
Director



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Next review – July 2027.