Safety Policy Statement

It is the policy of Marston's to comply with relevant safety legislation, appropriate approved codes of practice and recognised good practice guidelines.

We will work with our Primary Authority Partners – Hereford and Worcester Fire and Rescue Service for fire safety and City of Wolverhampton Council for health and safety, food safety and trading standards to ensure that our safety management system complies with statutory requirements and recognised good practice.

We will maintain a safety management system across our business in order to protect the safety of our guests, our people and any other persons who could be affected by our activities.

We will ensure that appropriate resources are made available to ensure that our safety standards are maintained.

We are committed to the provision of training for our team members, in line with their duties, to allow them to effectively exercise their responsibilities in ensuring that a safe environment is maintained.

Individual team members will be encouraged and expected to take personal responsibility to ensure that appropriate practices are always correctly implemented.

Marston's will ensure in each workplace that:

- Team members are given information, instructions, and supervision in safe working procedures and that those procedures are fully implemented in practice.
- That the performance of teams in implementing of company safety policies is monitored on a regular basis.
- That records are maintained to demonstrate that the safety management system is being effectively implemented, reviewed and appropriate corrective action is taken when necessary.
- There are clear and effective lines of communication to enable all team members to both be given information that will allow them to work safely and to allow them to raise any issues that they believe may require action.
- There is sufficient availability of suitable resources to achieve positive safety management.

This policy, and the safety management system, will be subject to regular review with the aim of seeking continual improvement in service to our guests and in safety standards.

Justin

Justin Platt
Chief Executive Officer **October 2026**