

At Cox Automotive we are a collection of market-leading brands, together creating and supplying solutions at every stage of the vehicle lifecycle. Successful in both the wholesale and retail sectors, we work with dealers, manufacturers, fleet and leasing companies to measurably boost their performance and profitability, adding long-term value to their assets in the process.

This policy statement will apply to all Cox Automotive Employees and Contactor's whilst working at any Cox Automotive location. Cox Automotive have committed to setting clear and measurable Health and Safety Standards and Objectives and these will be communicated to each business. Cox Automotive is committed to not only maintaining its legal H&S responsibilities but also to exceeding those responsibilities wherever possible.

So as to achieve these H&S Responsibilities, Cox Automotive will, at regular intervals, conduct a review of its business undertakings. This review will then allow the business to identify any areas of non-compliance with regards to H&S so that improvement can be made. Cox Automotive is also committed to implementing a Continual Improvement Process of its H&S Standards via audit, training and communication. This will also include continual improvement of the H&S Management System itself.

This policy statement will also be made available on the Company Website, Internal Fuel Page and displayed on local H&S notice boards so that all Employees and any other interested parties can view this H&S Policy Statement.

Cox Automotive is committed to the prevention of injury and ill health along with also ensuring the H&S of anyone who may be affected by its activities or undertakings.

### In particular the company will ensure,

- a) That it provides and maintains a safe and healthy working environment.
- b) It incorporates health and safety considerations into all aspects of the business.
- c) Effective systems of communication and consultation on health and safety matters are maintained throughout the Company.
- d) That employees are provided with sufficient information, instruction and training to enable them to carry out their work safely and without risks to health.
- e) That employees are provided with safe plant and equipment, and suitable personal protective equipment and that all employees understand their individual health and safety responsibilities.
- g) That all contractors maintain high health and safety standards
- h) That effective systems to monitor health and safety performance are provided.
- i) That good health and safety standards are maintained using HSE and Industry guidance wherever possible.

j) That it will regularly audit and review its Safety Management System (SMS).

k) That all Cox Automotive daily activities comply with current Health and Safety Laws.

Signed:

A handwritten signature in black ink, appearing to read 'M. Forbes', with a horizontal line and a flourish underneath.

Martin Forbes – EVP & President International

Date: 01.06.24

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