



Health & Safety Policy

"The Company recognises that its operations have the potential to impact its employees and others in the community and therefore sets and enforces high standards for health and safety management"

The CEO and Senior Leadership Team shall:

- Establish processes to ensure their business area is compliant with health and safety legislation and international best practice.
- Promote a positive and proactive safety culture.
- Establish clear health and safety accountabilities for their business area.
- Communicate the requirements of the Health and Safety Policy, and associated safety processes to all employees under their supervision.
- Establish and communicate health and safety goals and objectives for their business area.
- Provide and maintain a safe working environment for employees.

All employees shall:

- Make themselves aware of the health and safety risks they face and the actions they should take to mitigate those risks.
- Take personal and collective responsibility to maintain a healthy and secure workplace and to promote safe working practices.
- Comply with this Policy and have a responsibility to ensure that they have an awareness of all health and safety processes applicable to their work.

Display Screen Equipment Users:

- CVS leaders shall ensure they familiarise themselves with the requirements of and comply with applicable legislation in respect of the use of Display Screen Equipment.

A handwritten signature in green ink, appearing to read 'D. Wilson'.

David Wilson

Chief Executive Officer

Date: 15/05/2025.