Occupational Health and Safety Policy

(Revision III)

The company is committed to conducting business with due consideration for occupational health and safety in order to create a safe working environment, prevent work-related injuries and illnesses, continuously improve the occupational health and safety management system, and comply with international standards ISO 45001:2018. The company therefore establishes the following policy:

1. Commit to providing safe workplaces, environments, and work practices that are suitable in order to prevent injuries, illnesses, and work-related incidents.
2. Support and promote activities related to occupational health and safety to foster a stronger safety culture in the workplace.
3. Ensure that all employees recognize the importance of safety, comply with regulations and procedures, and participate in safety activities at all levels.
4. Commit to identifying hazards, assessing risks and opportunities, and implementing appropriate measures to control occupational health and safety risks.
5. Encourage employees to be aware of their duties, responsibilities, and compliance with safety standards in performing their work.
6. Support employee participation and consultation in all matters related to occupational health and safety involving employees and their representatives.
7. Provide training, knowledge, and build awareness on occupational health and safety continuously for employees.
8. Comply with laws and other applicable occupational health and safety requirements relevant to the company's operations.
9. Establish objectives, targets, and plans for occupational health and safety, including continuous improvement actions.
10. All executives and employees must cooperate in implementing the occupational health and safety policy to ensure a safe workplace, good health, and well-being.

The company will communicate, review, and continuously improve this policy to ensure its suitability with the organization's business operations and management.

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(Mr. Andrew Davies)

Managing Director

01/06/2026