Health and Safety Policy

It is the policy of Polyco Healthline Ltd. to ensure, so far as is reasonably practicable, the Health, Safety and Welfare of its employees, and of any persons who may be affected by the company's activities.

Purpose

- The purpose of this policy is to set out Polyco Healthline's approach and commitment to health and safety as part of our overall social compliance strategy.
- The policy supports the company's strategic direction and serves as a basis for establishing our supporting programmes and initiatives.

Scope

This policy applies to all activities of Polyco Healthline Ltd at the Bourne, UK site.

Policy Statement

Polyco Healthline Ltd will:

- Have an appropriate structure in place for the management of Health and Safety issues.
- Strive to prevent accidents and cases of work-related ill health.
- Provide safe sites, safe plant, safe equipment, and safe and healthy working conditions.
- Assess and manage risks in our workplaces, and as far as possible in other places where we work.
- Eliminate hazards and reduce risks in our workplaces.
- Meet all relevant statutory standards and requirements.
- Ensure the safe handling and use of substances.
- Consult employees and their representatives in developing, planning, and implementing actions for improvement and evaluation of the performance of these actions.
- Ensure that all employees are given sufficient information, instruction, training, and supervision as is necessary to enable their safe performance of work activities.
- Support safe and healthy arrangements for home, field, and remote workers.
- Ensure that our working relationships, conditions, and arrangements support good mental health in the workplace.
- Ensure the safe behaviour, working practices and competence of all contractors.
- Provide visitors with necessary information and guidance for safety and health.
- Maintain and exercise emergency plans.
- Strive for continual improvement in health and safety.

Responsibilities

In accordance with document PH-TLD-013 (Group Roles and Responsibility), the following people and roles have these responsibilities:

- Jack Prichard (Chief Executive Officer, Polyco Healthline Ltd) and Andy Blewett (Chief Operating Officer) have overall and final responsibility for health and safety.

- All directors will demonstrate their leadership and commitment to health and safety in their planning and direction of business activities, by provision of the necessary resources and funding, by ensuring and promoting continual improvement, and by developing and promoting a culture which supports the intended outcomes of the health and safety management system.

- Charles Rigby (Health Safety & Risk Manager) will provide professional guidance and advice, manage risk, ensure statutory compliance, carry out inspections and audits, provide safety performance data, investigate and report incidents, maintain development of the Company's safety management system, manage SharePoint and other relevant software systems and ensure best practice and continual improvement in health and safety management.

- Alex Marshall (Head of Operations and Manufacturing) will ensure the physical and structural safety of site buildings, utilities, equipment and supporting systems, and ensure the safe operation and maintenance of Production machinery, to provide a safe environment for staff, contractors, and visitors.

- Steve McCarthy (Head of Warehouse & Logistics) will ensure the physical and structural safety, safe operation and timely maintenance of Warehouse and Logistics equipment, storage, racking and vehicles to provide a safe environment for staff, contractors, and visitors.

- All Heads of functions, department managers and managers will:
  - » demonstrate their leadership and commitment to health and safety in their planning and management of activities.
  - » ensure that current tasks, projects, and equipment comply with controls identified in the relevant risk assessments.
  - » assist the Health Safety & Risk Manager to ensure that any new activities, projects, and equipment are assessed for risk and managed appropriately.
  - » ensure that their teams have received and comply with appropriate training.
  - » ensure that any visitors and contractors comply with the Company's arrangements for health and safety.
  - » maintain a safe and tidy working environment.
  - » ensure that their function provides First Aider, Fire Marshal and Spillage Team resources as necessary.
  - » ensure that any accidents or dangerous occurrences are reported promptly and assist the Health Safety & Risk Manager in any investigation, using the PH SharePoint Safety Management reporting system.

Our safety management system reaches beyond SharePoint, but in this context, SharePoint is the reporting system which people can use to report various matters.

All employees will:

- follow their Company training when using any work items provided by the employer.
- take reasonable care of their own health and safety, and that of anyone else who may be affected by what they do, or don't do.
- tell an appropriate person (employer, supervisor, or health and safety representative) if they think anything is putting anybody's health and safety at risk.
- co-operate with the employer on health and safety matters.
- not interfere with, move, or disable any item provided for health and safety purposes.
- make sure they know about the health and safety arrangements that apply to them and their work environment.
- promptly report any accident or dangerous occurrence or incident to their manager.

Arrangements to ensure Health and Safety

Polyco Healthline Ltd will ensure Health and Safety by following a Plan – Do – Check – Act cycle:

PLAN:

- Risk Management:
  - » we will complete relevant risk assessments, and take whatever actions are necessary.
  - » we will provide personal protective equipment to keep people healthy and safe.
  - » we will review risk assessments when equipment changes, or working practices or conditions change, or in a planned and timely manner.

DO:

- Training, information, and competence:
  - » we will give people induction training, and any other training appropriate for their role.
  - » we will make sure that everyone remains competent, with refresher training as necessary.
  - » we will make suitable arrangements for people who work remotely or from home.
  - » visitors and contractors will be given information about how to keep safe on site.
  - » contractors will be required to show how they will work safely on site, and to prove that their staff are competent, and their equipment is safe.

- Emergencies and evacuation:
  - » we will keep our fire escape routes well signed and clear.
  - » we will make sure that the risk of fire is well managed, and that suitable extinguishers are readily available.
  - » we will maintain and exercise emergency plans such as fire evacuation, serious injury, spillages, and structural collapse.
  - » we will periodically review these plans to make sure they are correct and up to date.

- Consultation:
  - » we will consult employees routinely about health and safety matters.
  - » we will provide channels for people to raise issues formally and informally, and privately and confidentially through our Whistle-blowing and Anti-Fraud Bribery and Corruption policy.

CHECK:

- Maintenance, Inspections and Audits:
  - » we will keep our sites clean, tidy, health and safe, without hazards, infection, or pests.
  - » machinery and equipment will be maintained in good working order.
  - » we will proactively inspect machinery, equipment, structures, facilities, and buildings to ensure that they are in a safe condition.
  - » we will carry out necessary repairs promptly and to a good safe standard.

ACT:

- Assessing health and safety performance:
  - » we will provide everyone with regular information on our performance.
  - » we will assess our performance to spot any trends.
  - » we will take any corrective actions that are necessary and proportionate.

Communication

This policy is communicated through the company shared drive, company website (www.polycohealthline.com), company notice board and forms part of the induction training programme. It will be made available to all interested parties and can be requested directly through our technical Email address (technical@polycohealthline.com).

Signature:		**Place of Issue:**	Bourne, PE10 0DN, UK
Name:	Andy Blewett	**Date of Issue:**	29 October 2025
Position:	Chief Operating Officer	**Date of Review:**	29 October 2025