



Cogne U.K. Limited

GENERAL HEALTH AND SAFETY POLICY STATEMENT

The Company has prepared this Health and Safety policy within the guidelines of the Health and Safety at Work Act (1974). This General Policy Statement confirms the commitment of the Company to comply with current legislation. Responsibilities, arrangements and the monitoring thereof are included.

It is the responsibility of the Managing Director, together with Company Management, to ensure that the company's working environment is safe, without significant risks and meets the appropriate statutory requirements. The Operations Manager is responsible for the day to day operation of the system. All levels of management and employees have a vital role in the implementation and maintenance of the Health and Safety program.

It is everybody's legal duty to co-operate in all safety related matters and not to endanger themselves or others and not to misuse anything provided for safety. Everybody must ensure that all safety rules are complied with. All employees are responsible for reporting accidents, unsafe conditions or acts to their manager immediately.

The company's intention is to reduce accidents, injuries and work-related ill health to the lowest level practicable. Hazards will be evaluated, controlled and brought to the attention of all employees.

A Health and Safety Plan will be produced on a regular basis and results monitored. Sufficient resources shall be provided for insurance, inspections, facilities, equipment and for training employees to be able to fulfill their responsibilities.

All employees will be given adequate information and training to ensure their safety during routine, unscheduled and emergency situations. All employees will be actively encouraged to communicate all Health, Safety and Welfare matters in a clear, effective and rapid manner.

Risk assessments, audits and general inspections will be undertaken at regular intervals by those trained to do so. This will enable management to identify significant hazards and plan for their elimination, reduction and control.

The company recognises its duty to ensure the Health and Safety of contractors, visitors and members of the public who may be affected by its actions. Arrangements are detailed in the policy.

This policy will be reviewed annually or when appropriate and the changes will be brought to the attention of all employees.

Jonathan Smith

Managing Director

Date 4 April 2022

Health and Safety are vitally important to us all at Cogne U.K. Limited