



General Policy Statement on Health and Safety

In accordance with its duty under the Health and Safety at Work Act, 1974 and to fulfil its obligations to its employees and anyone else who may be affected by its activities, Hardide Coatings Limited ("the Company") issues the following statement of its policy on Health and Safety.

It is the Company's aim to provide a working environment for employees, contractors and visitors that is safe and free of any work related ill health effects or accidents. This includes an understanding and consideration of mental health and employee wellbeing within the companies documented arrangements. To achieve this the Company will continually improve in discharging its statutory duties, so far as reasonably practical by:

- Identifying hazards, assessing the risks relating to them and mitigating these by implementing appropriate preventive and protective measures to ensure that employees, contractors and visitors to the site are safe and as free from risks to health and safety as far as is reasonable practical, and that adequate facilities and arrangements are provided for their welfare at work.
- Providing and maintaining safe plant and equipment
- Establishing and enforcing safe methods of work
- Recruiting and appointing personnel who have the necessary skills, abilities and competence appropriate to their role and level of responsibility, and providing training where appropriate
- Ensuring that following any necessary training, the tasks are given to employees are within their skills, knowledge and abilities
- Ensuring that information, instruction, training and supervision is provided, as necessary to ensure the health and safety at work of all employees, contractors and visitors
- Promoting to all awareness and understanding of health and safety and of good practice through effective communication and by making relevant information on health and safety available widely
- Ensuring the essential resources are available to meet the Company's health and safety objectives

In complying with Hardide Coatings Limited's Health and Safety at Works Policy, employees, contractors and visitors shall:

- Take all reasonable care to ensure their own health and safety and that of anyone else who may be affected by their actions.
- Co-operate fully with the Company to help ensure that it meets all its legal obligations under Health and Safety at Work Act, 1974.
- Not interfere with or misuse anything provided by the Company for health and safety at work or welfare purposes

The Company will review this Health and Safety at Work Policy annually to monitor its effectiveness and to ensure that it reflects changing needs and circumstances.

Signed:

A handwritten signature in blue ink, appearing to read "M Hamblin", written over a light blue horizontal line.

Matt Hamblin, Chief Executive Officer

Date reviewed: 4th September 2024