Health & Safety Policy Statement

SAF-POL-001-04

Flush-Line Group Limited (“**Flush-Line Group**”, "the Employer", “the Company”) accepts its legal obligations under the Health and Safety at Work Act 1974 and associated regulations to ensure, as far as reasonably practicable, the health, safety, and welfare of all employees, trainees, and contractors ("personnel"), as well as occupiers, visitors, and others affected by our operations ("stakeholders"). To meet these obligations, we conduct risk assessments to identify significant risks and implement appropriate controls. We are dedicated to the highest Health and Safety standards, ensuring personnel can work and return home safely.

1.1 Statement

Health and Safety are integral to our operations. We promote a positive safety culture, empowering staff to identify risks and make informed decisions to work safely. Safety will never be compromised for other objectives. Employees are empowered to stop work if safety is compromised, and alternative methods will be used if current practices are unsafe. This Health and Safety Policy outlines our commitment to statutory compliance, ISO 45001 alignment, and implementing measures from risk assessments. We will:

- Maintain safe working conditions across all sites and offices.
- Consult with employees on Health and Safety matters to prevent work-related injuries.
- Provide and maintain safe equipment and working environments.
- Manage risks in all work areas, including access and egress.
- Offer information, training, and supervision to ensure personnel competency.
- Address Health and Safety issues raised by employees or others affected by our operations.
- Each incident shall be considered individually as to whether an investigation is required, and to what level, and action taken to prevent any re-occurrence.
- Maintain accurate records for all Health and Safety checks.
- Comply with the Health and Safety at Work Act 1974 and relevant legislation.
- Update and communicate changes in legal and contractual obligations through training.
- Ensure personnel and stakeholders can review this policy.
- Control hazards & risks to employees and stakeholders from our activities.
- Implement safe practices for using, handling, storing, and transporting goods and substances.
- Coordinate safety with occupiers and contractors in shared workspaces.
- Set and review Health and Safety objectives to drive improvement.
- Monitor the policy's implementation and pursue continuous improvement.
- Engage with employees on safety issues.
- Review and update this policy annually.

Effective implementation of this Policy is essential. All personnel must adhere to this Policy, protect their safety and that of others, and cooperate with management. The Managing Director is ultimately responsible for implementing this policy.

This policy applies to all personnel, subcontractors, agency workers and third parties working on behalf of **Flush-Line Group** Limited or commuting to our locations. It covers the work we perform, the control we have over sites, and those affected by our activities. This policy will be shared with all relevant entities and reviewed annually or as necessary.

Brett Boyer - **Managing Director**

Flush-Line Group Limited

DATED: 13.02.2026

REVIEW: Annual

SIGNED: 