

Sui Generis International Ltd
HEALTH & SAFETY at WORK etc. ACT 1974

Health and Safety is an integral part of all our operations and is very important to the future and reputation of the Company.

The Directors are committed to provide safe and healthy working conditions for the prevention of workrelated injury and ill health of our employees and those affected by our operations and to the continual improvement of the Health and Safety management, performance and culture of our business over time.

Sui Generis is committed to the continual improvement of its Health and Safety Management System and will use the OHS Manual as a framework for the setting and reviewing of Objectives and Targets

This will involve:

- Compliance with all relevant Health and Safety regulations and other legislative documents and/or requirements, codes of practice and protocols, as a minimum.
- Fully integrate health & safety considerations into all aspects of the company's undertakings to eliminate hazards, reduce OHS risks and minimise any adverse effects, as far as is reasonably practicable.
- Co-operating with our Clients with regards to all aspects that could or have an adverse effect on the health & safety and the protection of individuals, groups and property.
- Consult and encourage participation, of workers and workers representatives, in the implementation of this OHS Policy and provide suitable and sufficient training to enable employees and contractors to carry out their work activities without hazard and/or risk.
- This Health & Safety policy will be made known to all our employees, and to members of the public and interested parties upon request.

We are currently concentrating on controlling the highest risks in the business and reducing them significantly. We will continually monitor this process. Our goal is to have zero lost time accidents in the longer term.

The main responsibility for Health, Safety and Welfare rests with the **Sui Generis, Board of Directors**. They will set policy, monitor implementation of the policy and ensure sufficient resources are made available to successfully implement policy

The Managers of each operational process are responsible for:

- Implementing this policy with commitment and leadership
- Identifying Hazards and Assessing Risks
- Developing, Documenting, Implementing and Maintaining the Company's Safety Procedures
- Training all Employees on how to recognise and guard against foreseeable hazards and to meet the responsibilities placed on them.

All Employees are responsible for both, their own, and their colleagues, Health and Safety and have a legal duty:

- To work in a safe manner.
- To co-operate with their Employer in efforts to create safe working conditions.

Disciplinary action will be taken against any Employee found to be endangering the safety of themselves or others.

It is recognised that our businesses will change in nature and size; therefore this policy will be kept up to date by way of internal audit and annual review of the OHS management system to ensure that the system remains effective when new legislation and or new processes are introduced, and meets BS ISO 45001:2018 standards throughout the Company. Following this review, if necessary, this policy and the Company's Safety Procedures will be amended and re-issued.

Andrew Kime

Managing Director 30th April 2025