

Health, Safety & Welfare Policy

PURPOSE

It is our intent to demonstrate an ongoing and determined commitment to improving health and safety at work throughout our business. To ensure that through the way we work and behave, all those affected by our work processes and activities are protected from risk to occupational injury or ill health.

SCOPE

This policy applies to all Monoworld businesses and operational activities applies to all work activities undertaken on behalf of the businesses.

COMMITMENT

It is the Boards intention to demonstrate an ongoing commitment to improving health, safety and wellbeing at work by, promoting best practices throughout our organisation, fulfilling moral and legal responsibilities. We will ensure the health, safety & welfare at work of all our employees and any other people who may be affected by our work activities. The board is committed to ensuring that all employees recognise and understand their obligations to apply and enforce appropriate measures.

CONTROL

The control and monitoring of health, safety & welfare procedures is vital as part of the company's safety culture and commitment to continuous improvement. These obligations are reflected in the following:

- Adequate resources shall be provided to ensure that all our employees and subcontractors are aware of this policy to ensure its effective implementation.
- Senior management will ensure that roles and responsibilities for health safety & welfare will be defined, as necessary within role profiles.
- Provide adequate control measures of health, safety & welfare risks arising from work activities, access and egress and travelling on company business.
- To ensure employees understand their responsibilities for health, safety & welfare of themselves and those around them, to follow safe systems of work and to report any concerns to line managers.
- To provide the framework for setting or reviewing occupational health, safety & welfare objectives.
- Consult with employees / non-employees on matters affecting their health, safety & welfare whilst promoting a positive health, safety & welfare culture.
- Provide and maintain safe plant, safe equipment and welfare facilities.
- Ensure safe handling, storage, transportation and use of substances.
- Provide information, instruction, (such as Employee handbook, safe systems of work etc.) training and supervision for all employees to ensure that they remain or become competent in all aspects of the work required by them.
- Ensure that all employees and subcontractors are competent to undertake all work activities.
- Prevention of injury, ill health and continual improvement in occupational health, safety & welfare management and performance including first aid provision.
- To reinforce / commitment to all employees their responsibilities and co-operation with management in its effort to fulfil the policy.
- Maintain Health & Safety Management Systems.
- Identify non-conformances from a variety of sources within the system and ensure these are assessed to identify the root causes and corrective and preventative measures are implemented

REVIEW AND COMMUNICATION

Review and revise this policy at regular 12 monthly intervals or when necessary, in respect to major changes to the company or when dictated by legislation. Communicate this policy throughout all levels of the group and make it available to the public upon request

APPROVAL

Signed by the Compliance Director



Tim Croxford
Date: 07/06/2026