

## Health and Safety Policy

APEM Group Board is committed to ensuring, so far as is reasonably practicable, the health, safety and well-being of our employees and any persons who may be affected by our operations.

The objective of the Group Board is to ensure that all Divisions take the necessary steps to protect the health, safety and well-being of employees, contractors, visitors, and the general public. To achieve this objective the Group Board requires all Divisions within the APEM Group to have in place the necessary arrangements to comply with this policy, to:

- Ensure the health, safety and well-being of employees and any persons who may be affected by our activities and operations, so far as is reasonably practicable.
- Comply with legal and other requirements identified as applicable to APEM Group activities including APEM Group standards and procedures.
- Strive for continued improvement of health and safety management.
- Engage and communicate with employees on all matters that relate to their health and safety ensuring they are aware of their individual duties and responsibilities.
- Inform all suppliers of their obligations to ensure they co-operate and adhere to any health and safety rules which are part of APEM Group's code of conduct. They will also be informed of their duty to take all reasonable precautions and reasonable care of themselves and others who may be affected by their activities.

APEM Group is committed to continuous improvement in the management of health and safety and ensuring each of our Divisions can fulfil their duties in order to comply with this policy.

It is the responsibility of all APEM Group employees to comply with this policy and to report safety concerns including unsafe conditions or potential hazards and promptly and accurately report all workplace injuries, accidents, and illnesses. APEM Group prohibits any form of retaliation for the reporting of such matters.

APEM Group has in place a Health, Safety, Environment and Quality (HSEQ) Team to support the implementation of this policy, through the provision of support and advice to our employees and the implementation of our Health and Safety Management System.

All staff will be made aware of this statement as part of their induction and subsequent on-going training. The Policy is communicated and published on the company website for all interested parties.



**Dr Adrian Williams (APEM Group CEO)**

Version	Active date	Approved by	Comments
1	06/09/2022	APEM Group CEO	