

## Health & Safety Policy – Fusion21 Ltd

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### Policy Statement

It is the policy of Fusion21 Limited that all of its undertakings, operations, premises, plant and equipment are conducted and maintained to ensure, so far as is reasonably practicable, the health, safety and wellbeing of its employees, clients, the public and any others who may be affected by its activities.

Therefore the Company's statement of general policy is:

- To provide adequate control, resources and finance to manage the health and safety risks arising from our work activities;
- To consult with our employees on matters affecting their health and safety;
- To provide and maintain safe plant and equipment;
- To ensure safe handling and use of substances;
- To provide information, instruction and supervision for employees;
- To ensure all employees are competent to do their tasks, and give them adequate training where necessary;
- To implement a system designed to prevent accidents and cases of work related ill health;
- To ensure safe work related road activities including journey organisation, driver competence and vehicle maintenance;
- To maintain safe and healthy working conditions and promote a culture of continuous improvement in our health and safety system and performance. This includes the right of any member of staff to refuse to work if they feel the site is unsafe on the grounds of health and safety without fear of disciplinary action.
- To provide a framework for setting Health & Safety objectives, these shall be reviewed on an annual basis with regular progress updates included;



In fulfilling this commitment, Fusion21 will provide and maintain a healthy and safe working environment in accordance with the Company's Safety Management System and compliance with legislative requirements. It will strive to eliminate any foreseeable hazards which may result in fire, security losses and damage to property, personal illness or personal injury. The successful implementation of this policy requires total commitment and co-operation from every employee within Fusion21 Limited.

The undersigned is responsible for formulating, implementing and revising the policy on an annual basis.

Signed 

D Neilson  
Group Chief Executive

Reviewed: January 2026  
Date of next Review: January 2027

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Version 11

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