



HEALTH & SAFETY POLICY

CENTURION SAFETY PRODUCTS LTD

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General Statement

Centurion Safety Products Ltd. is committed to ensuring the health, safety, and welfare of its employees, so far as is reasonably practicable through eliminating hazards and reducing OH&S risks and is committed to OH&S continual improvement. We also fully accept our responsibility for others who may be affected by our activities, such as contractors, visitors, and members of the public. We will take steps to ensure that our statutory duties are met at all times

Centurion Safety Products Ltd. is committed to consultation and participation of all employees.

Each employee will be given such information, instruction, and training as is necessary to ensure that they can carry out their work tasks safely.

It is the duty of management to ensure that all processes and systems of work are designed to take account of health and safety and are properly supervised at all times.

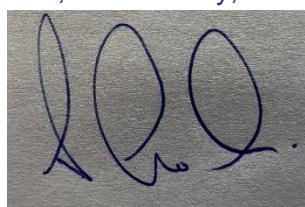
Adequate facilities and arrangements will be maintained to enable employees and their representatives to raise issues of health and safety.

Competent people will be appointed to assist us in meeting our statutory duties including, where appropriate, specialists from outside the organisation.

Every employee must co-operate with us to enable all statutory duties to be complied with. The successful implementation of this policy requires total commitment from all levels of employee, from the boardroom to the shop-floor. Each individual has a legal obligation to take reasonable care for their own health and safety, and for the safety of other people who may be affected by their acts or omissions. Full details of the organisation and arrangements for health and safety will be set out in separate documents.

The Senior leadership team will set the OH&S objectives annually and continually monitor performance against those objectives.

This policy will be regularly monitored to ensure that the objectives are achieved. It will be reviewed and, if necessary, revised in the light of any legislative or organisational changes.



Allan Lock
CEO

May 2025

Organisational Arrangements

Company responsibilities

- Establish and implement a health and safety management system to manage the risks associated with our premises and activities.
- Regularly monitor our performance and revise our health and safety management system as necessary, to ensure we achieve our objective of continuous improvement.
- Provide sufficient resources to meet the requirements of current health and safety legislation and aim to achieve the standards of good practice applicable to our activities.
- Actively promote an open attitude to health and safety issues, encouraging staff to identify and report hazards so that we can all contribute to creating and maintaining a safe working environment.
- Communicate and consult with our staff on all issues affecting their health and safety and, in doing so, bring this policy to their attention.
- Provide adequate training for our staff to enable them to work safely and effectively, and to ensure they are competent and confident in the work they carry out.
- Carry out and regularly review risk assessments to identify hazards and existing control measures; we will prioritise, plan, and complete any corrective actions required to reduce risk to an acceptable level.
- Maintain our premises and work equipment to a standard that ensures that risks are effectively managed.
- Ensure that responsibilities for health and safety are allocated, understood, monitored, and fulfilled.
- Provide health surveillance for staff where appropriate and maintain records.
- Co-operate with other companies within these premises to ensure that they are aware of any risks to their staff and other people posed by our activities, that we are aware of any risks to our staff from their activities, and that we comply with the relevant requirements of fire legislation.

CEO responsibilities

- Ensure that responsibilities for health and safety are allocated, understood, monitored, and fulfilled.
- Lead by example, adhering to health and safety protocols and demonstrating a commitment to safety in their own actions and behaviours.
- Identify potential hazards and assess risks within their team's work environment. This includes regular inspections and evaluations to ensure that the workplace is safe and compliant with regulations.
- Provide health and safety training to their team members, ensuring that everyone understands safety procedures, protocols, and best practices related to their specific tasks and work environment.
- Monitor their team's compliance with health and safety policies and procedures, intervening and providing guidance as necessary to ensure adherence to standards and regulations.
- Lead or assist in investigations to determine root causes and implement corrective actions to prevent recurrence.
- Facilitate open communication with their team members about health and safety concerns, encouraging feedback and suggestions for improvement.

Head of Compliance responsibilities

- Developing and updating health and safety policies and procedures in line with regulatory requirements and best practices.
- Identify training needs.
- Oversee risk assessment processes to identify hazards and assess potential risks, implement controls and mitigation strategies to minimize risks and prevent accidents and ill health.
- Providing training and education to employees on health and safety protocols, procedures, and practices to promote awareness and compliance.
- Investigating accidents, incidents, and near misses to determine root causes, identify contributing factors, and recommend corrective actions to prevent recurrence.
- Ensuring compliance with health and safety regulations, standards, and guidelines through regular inspections, audits, and reviews.
- Implementing emergency response plans and procedures to address potential emergencies, such as fires, natural disasters, or medical incidents.
- Promoting a culture of safety within the organisation by raising awareness, recognising safety achievements, and encouraging employee participation in safety initiatives.
- Consulting with employees, management, and other stakeholders on health and safety matters, and facilitating communication channels for reporting concerns or suggestions.

Senior Management/Director responsibilities

- Ensure that policies are communicated effectively to all levels of the organisation.
- Support health and safety initiatives. They prioritize investments in training, infrastructure, and technology to create a safe working environment.
- Ensure that employees receive adequate training and education on health and safety procedures, protocols, and best practices.
- Promote a culture of safety awareness and provide ongoing support and guidance to employees.
- Monitor compliance with the organisation's health and safety standards.
- Foster open communication and collaboration on health and safety matters across the organisation.
- Encourage employee participation, feedback, and involvement in safety initiatives and decision-making processes.
- Continuous Improvement: Senior managers promote a culture of continuous improvement by evaluating the effectiveness of health and safety programs, soliciting feedback from stakeholders, and implementing enhancements based on lessons learned and best practices.
- Ensuring that employees, contractors, and visitors are aware of safety procedures.
- Establishing that all equipment, plant and substances used are suitable for the task and are kept in good working condition; this includes the regular maintenance and servicing of equipment.
- Ensuring that all accidents and "near misses" are properly recorded and reported and that an investigation is carried out to determine causal factors.
- Promote Hazard Reporting as a leading Health & Safety Indicator
- Maintaining safe access to and egress from the workplace at all times

Managers dealing with particular topic areas will be advised of any specific health and safety duties. (For example, the manager introducing a new substance will be required to obtain the material safety

data sheets for COSHH purposes and have these reviewed by the Head of Compliance prior to ordering a substance for the first time.)

Employee responsibilities

All employees must:

- Comply with the organisation health and safety Policies and Procedures and site safety rules.
- Participate in health and safety training programmes.
- Follow safe work practices and procedures, following established protocols.
- Maintaining a clean, orderly, and safe work environment.
- Participating in safety-related activities, such as safety meetings, toolbox talks, and safety awareness campaigns.
- Take reasonable care for their own health and safety.
- Consider the safety of other persons who may be affected by their acts or omissions.
- Refrain from intentionally misusing or recklessly interfering with anything that has been provided for health and safety reasons.
- Report any hazardous defects in plant and equipment, or shortcomings in the existing safety arrangements, to a responsible person without delay.
- Not undertake any task they are not trained or authorised to do.

Health and safety assistance

Competent persons have been appointed to assist us in meeting our health and safety obligations. These people have sufficient knowledge and information to ensure that statutory provisions are met, and that the safety policy is being adhered to.

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| Health and Safety | Head of Compliance |
| First Aid | Production Manager |
| Fire Evacuation | Maintenance Manager |
| Employee Safety Representatives | Health and Safety Committee Members |
| Welfare | Line Manager/Executive Assistant |

The company recognises that there may be occasions when specialist advice is necessary. In these circumstances, the services of competent external advisors will be obtained.

First aid

The company will maintain suitable numbers of first-aid personnel to deal with minor accidents and emergencies at the workplace. These personnel will have sufficient training and qualifications in accordance with statutory requirements. Identities of first aiders will be displayed throughout the workplace.

Emergency procedures

Are designed to give warning of imminent danger and to allow personnel to move to a place of safety. The manager of each department is responsible for ensuring that all employees and visitors within the area are informed of, and are fully conversant with, emergency procedures.

Fire marshals

Will be appointed to assist with an evacuation. They will be given adequate instruction and training to ensure effectiveness.

Health surveillance

The company will ensure that health surveillance of individuals is provided where required under statutory provisions or where this would be of benefit to maintaining health, safety, and welfare.

Information and communication

We will ensure that suitable and relevant information relating to health, safety and welfare at the workplace is communicated to staff and non-employees. Statutory notices will be displayed throughout the workplace.

Safety committee meetings will be held regularly, during which time matters arising in connection with health and safety will be discussed and minutes displayed.

Policy Owner

Head of Compliance

Review

May 2026