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## BEESWIFT HEALTH AND SAFETY POLICY (2025)

It is our policy to maintain, so far as is reasonably practicable, safe and healthy working conditions, equipment and systems of work for our employees and others who may be affected by our operations. We are committed to the prevention of injury and ill health and to continuous improvement in our health and safety management system and our health and safety performance.

This will be achieved by:

- Complying to relevant legal requirements
- Setting targets and reviewing health and safety objectives
- Allocating duties and responsibilities for health, safety and welfare to employees at all levels within the Company
- Providing resources for the wellbeing of employees at all levels
- Documenting, implementing and maintaining a health and safety management system.
- Communicating the policy to everyone under the control of the organization to ensure that they are aware of their individual health and safety responsibilities.
- Making the policy available to interested parties.
- Providing and maintaining safe plant and systems of work
- Ensuring arrangements for the safe storage, handling, use and transport of articles and substances.
- Providing such information, instruction, training and supervision as is necessary to secure the health and safety of employees and others.
- Ensuring that the working environment is safe and without risks to health and that there are adequate facilities and arrangements to ensure the welfare of employees and others.
- This health and safety policy will be reviewed annually and updated as necessary.

It is the responsibility of all employees at work to:

- Take reasonable care of their own health and safety and the health and safety of others who may be affected by the things that they do or fail to do
- Co-operate with the Company to ensure that all duties imposed by health and safety legislation are carried out.

*D J Griffin*

David Griffin  
Chief Financial Officer  
28/03/2025

*D R Washbourne*

Darren Washbourne  
Chief Executive Officer  
28/03/2025

*B Baldwin*

Ben Baldwin  
Chief Operations Officer  
28/03/2025