



# Summary Health and Safety Policy

29 January 2025

<b>Document Title:</b>	Summary Health and Safety Policy
<b>Description:</b>	External-facing policy setting out the Company's approach to health and safety
<b>Date</b>	31/01/2025
<b>Version</b>	1

## **1. Policy Statement**

- 1.1 This policy outlines the commitment of Accsys Technologies PLC ("the Company" or "Accsys") to the health and safety of its people and the protection of the environment.
- 1.2 We will aim to comply with this policy and all applicable local laws and to comply with the higher standard where discrepancies exist.

## **2. Who does this policy apply to?**

- 2.1 This policy applies to all employees and contractors engaged in Accsys' operations at any Accsys facility or site (collectively known as "workers"). This includes individuals working for Accsys' subsidiary companies ("the Group").

## **3. Commitments**

- 3.1 The Company aims to ensure the health and safety of its people through actions such as:
  - 3.1.1 Providing a safe workplace and healthy working conditions for all workers;
  - 3.1.2 Complying with all applicable Health, Safety and Environment ("HSE") laws and standards;
  - 3.1.3 Raising awareness among workers of the importance of health and safety, particularly by consulting with and involving workers or their representatives on HSE matters; and
  - 3.1.4 Providing an environment where workers can openly and transparently discuss HSE matters and report any potential concerns either directly to the appropriate individual or through the use of a Safety Observation Card, enabling the Company to learn from any observations and incidents.
- 3.2 The Company maintains regular internal safety inspections and reporting, and an internal Safety Management System, which it regularly reviews to improve performance.
- 3.3 The Company sets internal regular review cycles to assess HSE performance and quantitative targets, including prioritisation, and action plans aimed at further building on the Company's HSE performance. Targets and performance are regularly evaluated with the aim of reducing/preventing health issues and risks.
- 3.4 The Company ensures that workers are given adequate training and supervision to perform their work competently and safely. The Company commits to investigating work-related matters including injuries, ill health, diseases and incidents. The Company maintains an emergency response plan for each operating site.

#### **4. Risk Assessment**

- 4.1 The Company is committed to conducting thorough risk assessments to identify potential HSE hazards and implementing appropriate control measures.

#### **5. Workers' Responsibilities**

- 5.1 All workers share responsibility for achieving safe working conditions. Workers must take care of their own health and safety and that of others, observe applicable safety rules and follow instructions for the safe use of equipment.
- 5.2 Workers should report any health and safety concerns immediately to their manager or to any individual who has responsibility for HSE.
- 5.3 Workers must co-operate with the Company on health and safety matters, including during the investigation of any incident.

#### **6. Monitoring and Review**

- 6.1 This policy will be reviewed as appropriate by Accsys' HSE team to ensure it remains fit for purpose and aligned with industry standards and legal requirements. Any proposed changes will be reviewed by the Senior Leadership Team and approved by the Board of Directors.
- 6.2 The Company's Chief Executive Officer has overall responsibility for HSE across the Group, with Site Directors responsible for HSE at their respective sites and accountable for the legal compliance, management and implementation of this policy at site level.

Approved by the Board of Directors on 29 January 2025

Signed for and on behalf of the Board:

A handwritten signature in black ink, appearing to read "J. Arsic".

**Jelena Arsic van Os**  
Chief Executive Officer