

This policy applies to all *Abecca by Design* operations and covers everyone involved in our work activities, including employees, contractors, partners, and others under our direction or influence.

Health and safety are central to how we plan and deliver our design, manufacturing, installation and support activities. We are committed to providing and maintaining safe and healthy working conditions for our workers, contractors, partners, clients, and others affected by our activities.

Our commitment is to:

- ❖ Ensure ongoing consultation and active participation of workers in health and safety matters;
- ❖ Eliminate risks, and where elimination is not possible, minimise risks to health and safety;
- ❖ Work for the prevention of injuries and health impacts;
- ❖ Conform with ISO 45001:2018, applicable legal, regulatory, and contractual requirements; and
- ❖ Work towards continuous improvement.

The objectives framework we will use to pursue this commitment is:

- ❖ Provide leadership and resources for health and safety coordination, and regularly review management and worker performance against responsibilities and objectives, recognising and supporting positive behaviours and outcomes.
- ❖ Provide and maintain a safe working environment, supported by well-maintained tools, vehicles, plant, manufacturing equipment, and personal protective equipment used in manufacturing, installation and site-based activities.
- ❖ Provide appropriate inductions, training, information, and supervision for workers and contractors on manufacturing, installation and site-specific tasks.
- ❖ Hold regular toolbox and safety meetings with staff, providing fair opportunities for workers to participate in raising and resolving health and safety concerns.
- ❖ Identify, eliminate or, where elimination is not possible, minimise risks by recording and following up on hazards, unsafe behaviours, incidents, and near misses.
- ❖ Monitor high-risk activities such as manufacturing operations, use of machinery and tools, manual handling, installation activities, and work in client-controlled environments through inspections, compliance checks, and site observations.
- ❖ Set measurable health and safety objectives and targets, guided by our ***Operational Objectives***, which will be monitored regularly.

This policy is communicated throughout our organisation and displayed in visible locations. To support transparency, we will communicate this to all clients, contractors, partners, regulatory authorities, and other interested parties as required.

A handwritten signature in black ink, appearing to read "Joseph Beatson".

Joseph Beatson - Director
01/03/2026