HEALTH & SAFETY POLICY

Last reviewed: 1st July 2026

CONTRAFLOW LTD.
the standard for safety, service and support

PURPOSE & SCOPE

This policy outlines the Company's approach to ensuring the health, safety and welfare of its employees and others who may be affected by its activities, in accordance with the Health and Safety at Work etc. Act 1974.

It applies to all employees across all Company workplaces and departments. Employees also have a duty to take reasonable care of their own health and safety and that of others who may be affected by their actions or omissions.

POLICY STATEMENT

The Company is committed to ensuring, so far as is reasonably practicable, the health, safety and welfare of its employees and others affected by its activities.

We will meet our legal obligations by ensuring that responsibilities for health and safety are clearly defined, assigned and effectively carried out across the organisation. The Company is also committed to the continuous improvement of health and safety standards.

CORE PRINCIPLES / REQUIREMENTS

Core Principles

- Health and safety is a shared responsibility between management and employees.
- Continuous improvement in health and safety performance is a key objective.
- Compliance with legal requirements and recognised best practice is essential.
- The policy and all procedures are aligned with the requirements HSG65[1].
- Adequate resources will be allocated to support effective health and safety management.

Company Commitments

The Company will, so far as is reasonably practicable:

- Provide sufficient financial and other resources to manage health and safety effectively.
- Ensure emergency and first aid arrangements are in place at all workplaces.
- Carry out and regularly review risk assessments.
- Establish, maintain and follow safe systems of work.
- Ensure the safe use, handling, storage and transportation of articles and substances for use at work.
- Provide employees with appropriate information, instruction, training and supervision, as is necessary to secure their safety and health at work and the safety of others that may be affected by their actions or omissions including :
  - Induction training;
  - Safe working practices;
  - Use of plant and equipment; and
  - Training required to meet legal obligations as it applies to our undertaking.
- Provide health surveillance where appropriate.
- Ensure plant and equipment is safe and properly maintained.
- Maintain a safe working environment with appropriate welfare facilities.
- Ensure workplaces have safe access and egress.

[1] "Managing for health and safety", Health and Safety Executive, Third edition 2013. https://www.hse.gov.uk/pubns/priced/hsg65.pdf - Accessed May 2026.

- Monitor health and safety performance to maintain standards.
- Consult with employees on health, safety and welfare matters.
- Review this policy at least annually and update it as required.
- Appoint or retain a competent person to assist in complying with health and safety legislation.

RESPONSIBILITIES

Management is responsible for:

- Ensuring this policy is implemented effectively
- Assigning and overseeing health and safety responsibilities
- Monitoring compliance and performance
- Taking corrective action where necessary

Employee must:

- Take reasonable care of their own health and safety and that of others that may be affected by their acts or omissions.
- Co-operate with the Company to enable it to meet its legal obligations.
- Not interfere with or misuse anything provided in the interest of health and safety.
- Follow safe working procedures and training provided.
- Report any hazards or unsafe acts.
- Report any accidents / incidents or near miss events

DELIVERY & COMPLIANCE MONITORING

Detailed work specific policies and procedures are available within the Company **Health & Safety Handbook** which is provided to all Employees.

This policy and associated procedures are subject to regular management review as part of the Company's Health & Safety management system to ensure alignment with current legislation and recognised guidance, including HSG65.

This policy will be formally reviewed annually, though on exception amendments may be implemented at other times as required by changes to legislation or work practices.



John MacDonald
Managing Director