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HEALTH AND SAFETY POLICY STATEMENT

We believe that high standards of health and safety control are an essential part of business management and rank equal in importance with other fundamental business elements.

We recognise our health and safety duties under the Health and Safety At Work Etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Regulatory Reform (Fire Safety) Order 2022 and other relevant legislation and codes of practice for our workplace.

Our accident and incident prevention function is an integral part of operational management. The main objective is the elimination of accident and incident causes. Therefore, as a matter of policy we will take all reasonable care to protect all employees and others who may be affected by our activities and facilities; by implementing safe operating procedures and safe systems of work to eliminate foreseeable hazards.

We will also take all practical steps necessary to prevent or reduce harmful impacts on the environment, which may result from our activities, products or waste. We will respect legal standards and will implement changes that are appropriate to achieve compliance.

The Chief Financial Officer has the overall responsibility for effective health and safety management in the workplace. The Director of Information Technology & Compliance with the Risk & Compliance Team will oversee health and safety matters in the workplace and report back their findings to the board. The Director responsible for Safety will ensure that the necessary resources and arrangements are provided for the implementation, monitoring and reviewing of this Policy and associated safety arrangements. He will also ensure that if a competent employee is not available, an external source of competent assistance and advice will be sought. It is the responsibility of the Director responsible for Safety and the Head of Compliance to ensure we achieve day-to-day health and safety compliance in the workplace and to liaise with our competent advisor.

All employees must comply with the legal safety obligations placed upon them by legislation and company policies. They must also co-operate with the company in meeting its legal requirements and responsibilities.

We will provide appropriate health and safety information, instruction, training and supervision for our employees. We will also actively involve them in all health and safety matters, where appropriate, through a process of consultation and communication.

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Tony Taylor

Chief Financial Officer on behalf of XMA Limited

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