

Evans Vanodine International PLC recognises its moral and legal responsibilities to ensure that it conducts all its business activities with due regard to the health, safety, and welfare of its employees during their employment.

It extends those responsibilities to visitors and contractors while on the company's premises, to its customers and end-users in the context of the products and services provided by the company, and to members of the public who may be affected by its work activities.

In recognising these responsibilities, the Chairman, Board of Directors, and managers have endorsed the Company's Health and Safety Policy, which is to:

- Prevent injury or illness to all persons affected by the company's operations, to prevent damage to property, and consequent loss.
- Comply with the requirements of The Health and Safety at Work Act 1974 and subsequent regulations published under the Act, in all its work activities.
- Provide and maintain safe plant, equipment, conditions, and working practices, ensure compliance with the requirements of statutory and company regulations, codes of practice and procedures, to acquaint all employees with these requirements, and to monitor compliance with them.
- Clearly define the responsibilities and duties of each employee.
- Provide employees, contractors and visitors with adequate information, instruction, and training to perform those duties safely. An annual, systematic review of training needs will be conducted to ensure that such training is adequate and appropriate.
- Ensure that all employees recognise their responsibilities under the Health and Safety at Work Act 1974. All employees must observe safe working practices at all times by developing a personal concern for safety for themselves and others who may be affected by their actions and must co-operate in the implementation of this policy.
- Consult with employees in the development of arrangements for safety, and work with them for their implementation.
- Maintain a Safety Committee, including elected employee representatives, to facilitate such consultation and to undertake specified tasks arising there from, in pursuit of the company's policy commitments. They will be fully trained and allowed sufficient time to fulfil their joint and individual responsibilities under the policy.
- Ensure proper reporting and investigation of accidents and near misses, identifying where possible the root causes with a view to identifying and implementing measures to reduce their incidence.

In pursuit of the above policy, the board has assigned directorial responsibility to the Managing Director.



Chris Evans
Evans Vanodine Managing Director
March 2025

H&S Doc 77/Issue No.4

