

The Company recognises its duty under the Health and Safety At Work Act 1974, to ensure, so far as is reasonably practicable, the health, safety and welfare of the Company’s employees, and of others who may be affected by its operations, and ensure the safety of its assets.

Lignacite Ltd recognises that effective health and safety management is both fundamental and integral to running the company and developing our business strategy. Our long-term success depends on our ability to continuously improve our activities in all areas (innovation, commercial, supply chain, manufacturing and administration) whilst protecting people and the environment.

Employees have an equal responsibility to ensure the health, safety, and welfare of both themselves and others who may be affected by their activities. Lignacite Ltd expects full co-operation from all employees and stakeholders, whilst on site, with full adherence to all site policies, procedures and safe working practices.

Each individual Director, Manager and Supervisor is expected to take care of the health and safety of employees and will be held accountable for accidents or dangerous events within their area of responsibility.

It is Lignacite Ltd policy to:

- Prevent injury and ill health by providing and maintaining a healthy, safe and secure working environment for employees, temporary employees, contractors, visitors and any stakeholders who may be affected by our activities.
- Ensure compliance with all legal and other requirements for occupational health and safety.
- Commit to continuously improving our health and safety performance. This will be achieved by continuously monitoring performance through the completion of key performance indicators and the setting of appropriate targets and objectives.
- Commit to identifying health and safety risks and where they cannot be fully eliminated, control them to an acceptable level
- Ensure effective communication across all sites, between all parties, including consultation on all matters of health and safety, via site documentation and departmental meetings, engaging employees and allowing them to give feedback.
- Ensure suitable and effective training and supervision that provides employees with the knowledge and information to undertake their activities in a safe manner.
- Use suppliers who adhere to health, safety and sustainability practices, where practicable.
- Undertake periodic audits on all systems, to ensure compliance and monitor performance.

Lignacite is committed to sustaining an Integrated Management System which is compliant, as a minimum, with ISO 45001:2015. Operational controls, together with objectives, targets and programmes have been established to support this commitment. Further information on the integrated management system is documented in the Integrated Management System Policy and the Integrated Management System manual, as well as the policy and procedure manual.

Policy statements will be brought to the notice of employees. All Policy statements will be regularly reviewed, revised as necessary and any revisions brought to the notice of employees.

Signed:..... *GAJ de Lotbiniere* Date: 25/7/23
GAJ de Lotbiniere, Chairman

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