

POETON INDUSTRIES LTD - HEALTH & SAFETY POLICY

Poeton Industries Ltd regards the promotion of health and safety as a fundamental part of its business objectives. Our strategic objective for health and safety is to create a culture where everyone is committed to achieving zero harm to employees, visitors and the environment by demonstrating effective and enhanced H&S practices.

The Company is committed to demonstrating best practice occupational health and safety performance by controlling risks through compliance with its statutory duties and obligations as defined under all relevant legislative requirements, regulations and approved codes of practice.

This Health and Safety Policy Statement has been prepared and issued under the authority of the Managing Director and Senior Management Team of Poeton Industries Ltd. It provides the framework for delivering a safe place to work for employees and others who interact in any way with the Company. In this respect, the Company aims to:

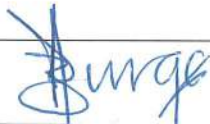
- Ensure their health and safety and promote and maintain their physical, mental, and social well-being.
- Prevent the occurrence of injuries and ill-health.

So far as is reasonably practicable, this will be achieved by:

- Maintaining accreditation to the ISO 45001:2018 standard.
- An annual management review will set OH&S objectives and review these, forming a cycle of continual improvement.
- Ensuring commitment to consultation and participation of workers, and where they exist, workers' representatives on key safety issues and any significant changes to day-to-day operations
- Providing and maintaining risk assessments for all areas and activities, including for the use, handling, storage and transportation of equipment and substances.
- Providing information, instruction, training, and supervision as is necessary.
- Providing and maintaining effective emergency arrangements, teams, and procedures.
- Referring employees to specialist Occupational Health practitioners for health surveillance where applicable.
- Ensuring that employees and others who interact with the Company are aware of and comply with their statutory duties and obligations about their own health and safety and the health and safety of others.
- Maintaining a functional and effective HSE committee.
- Providing an effective system of HSE communication and consultation at all levels, including Senior Management Team.
- Adopting a philosophy of plan, implement, check, and review in order to achieve continual improvement of health and safety systems and culture as defined in our aims and objectives.

Details of the arrangements necessary to achieve compliance are contained in the Company Handbook and the Organisation's ISO 45001:2018 Management System.

This policy statement will be communicated to all employees and others who interact with the Organisation, be accessible to all and will be reviewed on an annual basis to ensure continued applicability to our business activities.

Signed:	Date:
	14.02.24
Darren Burge Managing Director, Poeton Industries Ltd	

POETON INDUSTRIES LTD – ENVIRONMENTAL POLICY

Poeton Industries Ltd. offers a wide range of surface treatments and coatings to customers worldwide, within many industries including aerospace sectors.

The Company recognises potential for environmental impacts that may result from its surface treatment and associated activities and is committed to reducing these impacts through the implementation and operation of an ISO 14001:2015 Environmental Management System (EMS). The Company is committed to both the prevention of pollution and protection of the environment through best practice measures and actively aims for continual improvement of the EMS to enhance environmental performance.

In particular, the Company will:

- Fulfil its compliance obligations with respect to all relevant legal and statutory regulations, industry codes of practice and other requirements as a minimum operating standard.
- Promote best environmental practice to minimise any negative effect on the environment.
- Provide the framework for setting and reviewing environmental objectives and targets on an annual basis.
- Provide training to increase employee awareness of the potential environmental impacts of the business, and how these can be reduced through the EMS.
- Assess the risk of unwanted chemical release on site, considering the environmental and health and safety implications for all employees and the local community.
- Continually monitor the marketplace for new improved technologies and substances for review in order to reduce environmental impact.
- Identify ways of reducing raw material usage and waste generation in current working practices.
- Reduce utility usage by raising awareness and implementing industry-approved measures.
- Ensure adequate records are kept relating to all aspects of the business.

This policy will be communicated to all employees and those working on behalf of the organisation, be made available to all interested parties and the general public on request. The Senior Management of Poeton Industries Ltd are committed to the content of this policy.

Signed: 	Date: 14.02.24
Darren Burge Managing Director	