

1. Health, safety and welfare policy statement

The Chief Executive, John Hayes is aware of his legal and moral responsibilities to safeguard the health, safety and wellbeing of those working within Axis Europe Plc and those affected by Axis Europe's undertakings. He has appointed Joe Ibrahim as the Director for Health and Safety to oversee the day to day responsibilities of management.

It is the intention of Axis Europe's senior management team to support the leadership of the Director for Health, Safety (Joe Ibrahim), in what Axis Europe Plc do with regards to safety management.

Axis Europe will:

- ✚ Commit to comply with all legal and other requirements
- ✚ Commit to continual improvement in of the OH&S management system
- ✚ Reflect the requirements of the corporate policy statement in our procedures
- ✚ Ensure that all necessary precautions are taken in respect of the safe use, handling, storage and transportation of materials and substances.
- ✚ Provide such information, instruction, training and supervision as is necessary to ensure the health and safety at work of all workers, and others affected by our undertakings.
- ✚ Maintain all places of work, work equipment and transport under its control in a safe condition, free from risk to health, safety and welfare.
- ✚ Ensure the provision of adequate facilities for the welfare of workers.
- ✚ Strive to eliminate hazards and reduce OH&S risks
- ✚ Have access to all necessary information relating to health, safety and welfare in respect of procedures for managing health, safety and welfare related issues
- ✚ Have mechanisms in place to consult in good time with workers to enable the participation in their own H&S
- ✚ Review and update the policy on an annual basis (or sooner if necessary) in respect of major changes within Axis Europe and/or changes in legislation or industry best practice and to bring any changes to the attention of the workers and others affected where necessary.
- ✚ Ensure that all workers (and others as appropriate) are aware of their own responsibilities in respect of health, safety and welfare, including the requirement that they co-operate with Axis Europe in its efforts to implement the requirements of this policy.
- ✚ Ensure that the Policy is monitored at the workplace(s).

Chief Executive: John Hayes

Signature:



Date: October 2021

Next review date: October 2022