



HIGHLANDER INTERNATIONAL RECYCLING LTD.

HEALTH & SAFETY POLICY STATEMENT

This company recognises that its people are its most valuable asset, and with that in mind our management are committed to the provision of a safe and healthy working environment. This extends to the protection of the public, property and the environment, and operates a Health & Safety Management system in accordance with the requirements of ISO45001:2018 standards. The company takes a zero-tolerance attitude to unsafe practices, and safety is always the first consideration with respect to all business activities.

The policy of this business is to take all reasonably practicable steps to ensure the health, safety and welfare of all employees, contractors, customers, visitors, and the general public from any injury due to the work activities. The business will therefore comply with all statutory requirements, regulations and approved codes of practice dealing with health and safety where applicable to the business.

In fulfilling this commitment, and in compliance with legislative requirements, management will strive toward the continued development of a positive Safety Culture within the workplace to help maintain a safe and healthy working environment for all persons within the workplace. A health & safety committee is in place and meet monthly to discuss any H&S issues and requirements. It is also compulsory for staff to document and report any accidents or near misses via the appropriate HSE book, and to suggest safer ways of working. These reports will be investigated with the aim of preventing problems occurring and management will endeavour to eliminate hazards where recognised.

Management, in combination with active employee involvement can, to a great extent, prevent and control accidental losses of all types. Prevention of such loss is the direct responsibility of all employees, managers, and directors alike. All management functions will comply with the Company Policy regarding Health & Safety, and all staff should perform their duties properly and in accordance with established procedures, instructions, and rules.

This policy is reviewed at intervals not exceeding 12 months and the target will be to continuously improve Health & Safety within the business and meet the requirements of all relevant legislation and the ISO45001:2018 standard. Objectives and targets are set annually at management review meetings.

**Approved by:
Board of Directors**

Date: May 2024

[Public]

HSD01 – H&S Policy
Issue No. 11 (05/2024)