

Icomera UK Ltd Health and Safety Policy Statement

Icomera UK Ltd are committed to providing and maintaining a safe and healthy working environment for our employees and ensuring the safety of others affected by our services/actions in accordance with the Health and Safety at Work Act 1974. This Policy statement is aligned with the Global Occupational Health and Wellbeing Policy.

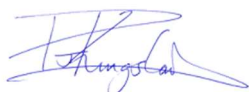
At Icomera UK, we pursue this commitment by:

- Defining responsibilities as described in the Icomera UK Ltd Health & Safety Roles and Responsibilities document.
- Ensuring that all employees are provided with sufficient information, instructions, training, and supervision in order to maintain a safe place of work.
- Implementing arrangements for monitoring close-calls/near-misses, managing emergency situations, accidents, ill-health and first aid.
- Implementing arrangements for Fire Risks.
- Promoting a vibrant safety culture through effective two-way communication and participation.
- Proactively working with the industry to improve health and safety.
- Carrying out Risk Assessments and completing Method Statements to ensure the safety, health and welfare of all persons on sites or other workplaces including employees, contractors and visitors.
- Providing adequate funding and resources that contribute towards a safe and healthy working environment.
- Complying with occupational health & safety legislation and, as appropriate, other codes of practice, standards or requirements as may be specified by our clients.
- Looking to our employees' support and professionalism in making this policy truly effective.

This policy statement will be briefed to all employees at induction, shall be formally reviewed on an annual basis and will be communicated to all persons working under the control of the company.

The Policy can also be made available to interested parties as and when required.

Signed:



Name: Peter Kingsland

Date: 6th August 2025

Title: SVP UK, APAC

Document Information

Document Number	QR-184268
Document Classification	Public
Document Type	Policy
Approved by	Peter Kingsland
Version	5.0
Last Review Date	6th August 2025

Revision History

Date	Version	Comment
22nd July 2021	1.0	Policy created
25th March 2022	1.1	Policy branding amended by Marketing
1st September 2022	1.2	Reviewed for effectiveness and legal obligations. Added arrangements for managing Fire Risks
13th September 2022		Approved
1st August 2023	2.0	Reviewed with minor changes.
1st August 2023		Approved
2nd August 2023	3.0	Signature added for validation purposes
5th August 2024	4.0	Reviewed, no changes
6th August 2025	5.0	Reference to Global Health & Wellbeing Policy