



Statement of Health and Safety Policy

The Board of Ellgia Limited considers people to be the company's most important asset and has responsibility for ensuring, as far as possible, the health, safety and welfare of employees and others who may be affected by our activities.

We recognise that the maintenance of a safe place of work and safe working environment is critical to the continued success of the company and accordingly, we view our responsibilities for health and safety equally with our other organizational responsibilities. Similarly, we require all employees share our commitment to health and safety and to accept their responsibilities in developing and maintaining a safety culture across the organisation. We aim to ensure that other business pressures do not prejudice the achievement of high health and safety standards.

The nature of our activities involves a wide range of risks but through the implementation of this policy, directors, managers and employees shall ensure that all risks to health and safety are addressed and maintained at the lowest reasonably practicable level. The management of health and safety is an integral part of every manager's role. All managers are required to adopt the approach laid out in the Management of Health & Safety at Work Regulations 1999. These state the need for hazard identification, risk assessment and the implementation of control strategies aimed at reducing accidents, injuries and ill health.

This will include the provision of:

- a safe working environment;
- safe entry and exit to all workplaces;
- adequate welfare facilities;
- safe systems of work;
- safe plant and equipment;
- adequate training, information, instruction and supervision for employees whilst at work.

Ellgia actively seeks participation of all employees, both formally and informally, and shall implement appropriate arrangements for consultation and monitoring of health and safety issues. All employees are encouraged to raise and issues relating to health and safety with managers as soon as possible so that they can be dealt with quickly.

The effectiveness of the policy will be monitored and reviewed by the board at least annually. To assist this process, safety aims and objectives will be set and performance will be monitored against these objectives. Managers will ensure that any changes to policy or procedures are brought to the attention of all staff.

We would also remind all employees of their statutory duty to take reasonable care for the health and safety of themselves and others who may be affected by their actions. This includes cooperating with procedures introduced in the interests of health and safety and not interfering with or misusing anything provided in the interests of health and safety.

Only with the cooperation and involvement of every employee can the requirements of this policy be met.

A handwritten signature in blue ink, appearing to read "Jack Lavington". The signature is stylized and somewhat cursive.

Jack Lavington
Managing Director
4th December 2025