

Codex Integrity Limited is committed to providing a safe and healthy working environment for all employees, contractors, visitors and other interested parties who may be affected by our activities. Through the effective implementation of our Integrated Management System (IMS), we aim to prevent work-related injury and ill health while continually improving our occupational health and safety (OH&S) performance.

Codex commits to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health, appropriate to the purpose, size and context of the organisation and the specific nature of our OH&S risks and opportunities.
- Identifying hazards, assessing OH&S risks, and implementing effective controls to eliminate hazards and reduce risks so far as is reasonably practicable.
- Fulfilling all applicable legal requirements and other requirements related to occupational health and safety, including relevant codes of practice, statutory obligations, and applicable standards such as BS EN ISO 45001:2023.
- Continual improvement of the OH&S management system to enhance overall OH&S performance.

Codex is led by a strong management team that demonstrates leadership, accountability and commitment to occupational health and safety. Senior management shall:

- Take overall responsibility and accountability for the prevention of injury and ill health and for the effectiveness of the OH&S management system.
- Ensure that adequate resources, roles, responsibilities, authorities and competencies are assigned and available to support effective OH&S management.
- Promote a positive health and safety culture and ensure OH&S considerations are integrated into business processes and decision-making.

Codex is committed to the consultation and participation of workers, and where applicable, worker representatives. Employees are encouraged and empowered to:

- Contribute to hazard identification and risk assessment processes.
- Participate in incident reporting, investigations, and the development of corrective actions.
- Raise OH&S concerns without fear of reprisal.

Codex senior management will ensure that all personnel are suitably qualified, adequately trained and competent to perform their roles safely. This includes:

- Providing appropriate OH&S training and information relevant to roles, activities, and risks.
- Maintaining awareness of individual responsibilities under the OH&S management system.

- Planning, implementation and control of operations to manage identified OH&S risks and opportunities.
- Setting of measurable OH&S objectives and targets, monitor performance, and evaluate effectiveness at planned intervals.
- Investigation of accidents, incidents and nonconformities, and implementation of corrective actions together with sharing of lessons learned to prevent reoccurrence.

Progressively identify and implement best practice across the business.

This policy will be:

- Communicated to all employees, contractors, and relevant suppliers.
- Made available to interested parties as appropriate.
- Reviewed at least annually, or following significant organisational or operational changes, as part of the management review process to ensure its continued suitability, adequacy, and effectiveness.



Mr. A. Mallon

Managing Director (on behalf of the Company's Board of Directors)