

1.2 COMPANY POLICY STATEMENT FOR HEALTH, SAFETY AND WELFARE

Hannafin Contractors Limited – Health and Safety Policy

Hannafin Contractors Limited is a professional and safety conscious organisation and is fully committed to the objective of preventing work related injury and ill health by providing safe workplaces for all employees, sub-contractors and other persons who may be affected by its activities. It is also mindful of the need to avoid damage to its property and equipment and its responsibility to protect the environment.

The Company is committed to comply with all relevant health and safety legislation as a minimum achievement level and any other requirements as well as to continually improve health and safety performance through appropriate initiatives, controls, provision of resources and training of employees.

An Integrated Management System (IMS) has been established that complies with the ISO 45001:2018 This promotes a culture of occupational health & safety protection in all Company systems and procedures, under the direction of the senior management team and with the support of all employees and supply chain partners.

Management objectives and targets are established and reviewed on a regular basis to implement the Health & Safety Policy. These include:

- Setting annual targets towards a zero-accident rate
- Identifying and assessing hazards and applying the necessary control measures to eliminate and reduce occupational health risk in a consistent manner at all times to enable safe system of works to be generated
- Ensuring that employees receive appropriate training so that they are able to carry out their duties in a safe and efficient way
- Providing suitable supervision along with the necessary instruction and information
- Arranging for comprehensive and effective consultation & participation between the Directors and employees regarding all matters concerning Health and Safety at work
- Incorporating health and safety considerations in the design of products and services. Monitoring and reviewing Health and Safety activities on a regular basis and implementing any necessary improvements

The Company recognises the requirement for all employees and sub-contractors to be fully committed to the application of the provisions of this policy. Full support will be given continuously to all personnel so that a positive attitude to Health and Safety matters will be maintained. We also believe that health and safety should never be compromised for the sake of other objectives.

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| Name | Peter Hannafin B.Eng |
| Position | Managing Director |
| Date | 1st January 2026 |
| Signature |  |
| Review | 1st January 2027 |