

Health & Safety

Policy Statement

The management of Cetix is committed to fulfilling its legal requirements to protect the health and safety of its employees and others who may be affected by the Company's activities and recognises that managing health and safety is a business-critical function.

Cetix management is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health. An Occupational Health & Safety (OH&S) Management System, appropriate to the purpose, size, and context of the organisation, is implemented and managed to address the specific nature of the company's health and safety related risks and opportunities.

The Occupational Health & Safety Management System provides the framework within which the company's health and safety objectives are set. The policies, processes and procedures defined and implemented as part of the OH&S management system, provide the means and instructions which are committed to eliminating hazards and reduce health and safety related risks.

Cetix management shall monitor and regularly review the performance of the OH&S management system and will act to and continuously improve it. Part of the system monitoring activity is the commitment by Cetix management to consult with and encourage the participation of all employees and where appropriate, other interested parties.

To achieve these commitments, the company shall:

- **communicate and consult with our employees on matters affecting their health and safety and encourage them to identify and report hazards.**
- **provide adequate training and supervision to ensure that all employees and other interested parties are appropriately competent to fulfil their responsibilities safely.**
- **provide an organisational structure that defines the responsibilities for health and safety.**
- **provide information, instruction, and supervision for employees.**
- **carry out appropriate risk assessments and implement controls to reduce risk where they can't be eliminated.**
- **comply fully with all relevant legal requirements, codes of practice and regulations at International, National and Local levels.**
- **ensure that emergency procedures are in place to dealing with unexpected hazards.**
- **maintain our premises, provide, and maintain safe plant and equipment.**
- **provide adequate resources to control the health and safety risks arising from our work activities.**

This Health and Safety Policy will be reviewed at least annually and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all employees.

This Policy is implemented through the Company's Quality System, which operates in accordance with ISO45001:2018.

This General Policy Statement is testimony to the commitment of the company to comply with current legislation and good practice. It is supported within the main policy by information showing the management organisation, responsibilities of individuals and the arrangements placing the policy into reality. Furthermore, there are procedures in place for ensuring all staff are aware of the Policy.

The Company regards all Health and Safety Legislation as the minimum standards required.

Signed:



Date: 06/01/2026

Paul Deehan
CEO, Cetix LTD