



HEALTH & SAFETY POLICY

As the Managing Director of UPU Industries Ltd, I recognise the company's responsibility to all employees and intend to maintain safe and healthy working conditions, equipment, and safe systems of work. The company will provide such information, training, and supervision as necessary in order to meet this commitment.

UPU Industries manages these responsibilities through an Internal Management System implemented in line with ISO 45001.

I will ensure that the company complies with all compliance obligations in relation to the health and safety hazards.

I will do whatever is so far as reasonably practicable to ensure that the health and safety of persons other than employees are not put at risk by the company's activities.

The company will measure health and safety performance regularly by means of an auditing and inspection programme to ensure that policy and practices are effective.

The company is committed to continual improvement in its health and safety standards and will do this by documenting Health and Safety objectives and improvement programmes.

It is our policy to do all that is reasonably practicable to prevent accidents and cases of work-related ill health and provide adequate control of health and safety risks arising from work activities.

I expect co-operation from all my managers and employees to ensure my commitment to maintaining a safe and healthy workplace is met.

I also expect every employee to take reasonable care of themselves and others who may be affected by their actions or omissions at work, in particular by:

- Reporting incidents that may or have led to injury or damage.
- Complying with the organisations written instructions.
- Not interfering with or misusing anything provided in the interest of health and safety.

I will ensure that all employees are consulted when any changes to work activities have health, safety, or welfare implications.

To ensure the policy is effective, we will review it annually or on significant changes in our business.

A handwritten signature in black ink, appearing to read "Philip Orr", written over a horizontal line.

Philip Orr
Managing Director.

Date: 23 January 2025

Revision History

Revision		Action Plan #	Reason for revision	Description of revision
Date	#			
25-Jun-15	0	-	--	--
02-Aug-16	1	N/A	Annual review	No changes
06-Sep-17	2	N/A	Annual review	Legal requirements changed to compliance obligations
18-Sep-18	2	N/A	Annual review	No changes
03-Sep-19	3	N/A	Annual review	Company logo replaced with new/current one
30-11-20	4	N/A	Annual Review	Header updated Adherence to ISO45001 added.
30 Nov 21	5	N/A	Annual Review	Header update, formatting updated
30/11/22	5	N/A	Annual Review	No changes