

UPU Industries Ltd Prepared by: D. Owens Updated by: F. Leckey Approved by: P. Orr.	<b>Health and Safety Policy</b>	Revision No.: 6 Revision Date: 11 Feb 2026 Effective Date: 25 June 2015 Page 1 of 1
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## **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.

UPU Industries is committed to fulfilling all applicable legal requirements and other compliance obligations relating to occupational health and safety hazards and risks.

The company will identify and eliminate hazards to reduce health and safety risks, so far as is reasonably practicable, and ensure that our activities do not adversely affect the health, safety, or wellbeing of workers and other persons who may be impacted by our operations, including contractors, visitors, and members of the public.

We are committed to the continual improvement of our Health and safety management system, including the establishment, monitoring, and review of health and safety objectives and target.

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.

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 and encourage engagement where there are 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.

Signed copy on file.

**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
11/02/2026	6	N/A	Update of Language	Amendment of 4 <sup>th</sup> paragraph to include works and "other"