

OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

Rhenus High Tech Limited appreciates the importance of Health and Safety in the workplace. It is our policy, so far as is reasonably practicable, to ensure the occupational health and safety of our employees and anyone else that may be affected by our work activities. The minimum standard we adopt is to be compliant with legal requirements, appropriate codes of practice and ISO 45001:2018. This also includes compliance with relevant legislation for works in the rail environment. As a transport company we also adhere to all legal and moral requirements for our vehicles, the Highway Code, the Fleet Operator Recognition Scheme (FORS), awareness of the vehicle and load, defensive driving and awareness of other road users. Our aim will be to fulfil the spirit of the law and not just comply with technical requirements. We will assess the risks from our work activities and we will operate according to the procedures that best promote health and safety at work.

This policy forms part of the HSEQ (Health and Safety, Environment and Quality) Management System and includes all of the measures, resources and methods for:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health and limiting the extent of damage
- Safeguarding staff by eliminating hazards and reduce occupational health and safety risks
- Rehabilitation and reintegration
- Suitable organisation and ongoing improvement of work
- Increasing and stabilising the occupational health of employees
- Preserving physical, emotional and spiritual integrity
- Improving performance and retaining the workforce on a permanent and long-term basis
- Promoting satisfaction and physical and mental wellbeing at work

We accept our responsibilities for health and safety and are committed to giving health and safety equal importance with other business matters. We will ensure that sufficient resources are provided as necessary to achieve the objectives of this policy. We will actively promote an open attitude to occupational health and safety, encouraging our staff to identify and report any hazards so that we can all contribute to maintaining a safe working environment. We will communicate and consult with our staff on issues affecting their occupational health and safety and in doing so bring this policy to their attention. It is their duty, as an employee, to follow the standards and procedures as laid down by us. Employees are also made aware and understand their responsibilities with regards to occupational health and safety.

We will maintain our plant equipment to a standard that ensures that risks are effectively managed and to provide adequate training on the use of this equipment where relevant. We will provide suitable and sufficient training, instruction, information and supervision to ensure the health and safety at work of our employees and others and we will ensure personnel are competent to undertake their activities. Any other training and instruction necessary to ensure that you know how to work safely will also be provided. Where exposure to hazards cannot be prevented by any other means, appropriate personal protective equipment will be provided and instructions in its use and maintenance given.

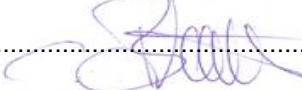
Safe access to and egress from our premises will be maintained, in order to safeguard all users of the premises. Suitable facilities for your welfare at work will be provided and maintained, as will arrangements to enable you to obtain first aid.

As a business we have set, and monitor, occupational health and safety objectives to continually improve performance including accident, incident and near-hits and to take positive action to prevent reoccurrence. We will conduct an investigation into all accidents, incidents and near-hits in order to establish the root cause.

The Managing Directors have ultimate responsibility for occupational health and safety within Rhenus High Tech Limited. They have nominated the HSEQ Manager as our competent person for occupational health and safety. Other responsibilities for occupational health and safety matters have been assigned to managers and supervisors as appropriate.

The Managing Directors will oversee an annual review of this policy to ensure its continued effectiveness and alignment with Rhenus Group Company Policy. Any amendments will be brought to the attention of all persons that need to know. This policy is available to all staff via the HSEQ Noticeboard in each depot and by written communication.

Signed: 
Graham Barrow, Managing Director
Date: 08/03/2024

Signed: 
Carsten Braune, Managing Director
Next review: March 2025