

Health and Safety Policy

Anochrome Group is committed to ensuring, as far as reasonably practicable, the health, safety, and welfare of all employees, contractors, visitors and the public in accordance with the Health & Safety at Work Act 1974 and the Management of Health and safety at Work Regulations 1999. Along with our commitment to meeting the requirements prescribed in ISO45001 Occupational Health and Safety Management system.

We will:

- Provide a safe working environment, systems and equipment.
- Prevent work-related injuries and ill health.
- Consult with employees and provide necessary training and Supervision.
- Endeavor to eliminate hazards and reduce Occupational Health and Safety risks.
- Complying with all applicable legal and other requirements.
- Providing adequate information, instruction, training, and supervision.
- Continually working towards improving the Occupational Health and Safety Management System (OH&SMS) in place for Anochrome Group.
- Providing adequate resources to implement this policy.
- Setting measurable health and safety objectives and monitoring performance.

This policy forms part of our Integrated Management System and applies to all company activities.

Roles and Responsibilities

Senior Leadership team:

Will promote a positive safety culture, Support worker consultation and participation, ensure that people and resource allocation is available to ensure accountability in relation to the Health and Safety at Work Act 1974 and compliance to the Management of Health and Safety and Work Regulations 1999.

Chief Executive Officer:

Will have overall responsibility for Health and Safety performance, ensuring strategic objectives are set in relation to Occupational Health and Safety, legal compliance and to provide resource to ensure compliance to this policy.

Group Health and Safety Manager: Ensures site compliance to this policy and Health and Safety procedures.

Group Compliance Manager: Ensures compliance of Statutory and legal compliance, assurance that the Integrated Management System (IMS) meets requirements prescribed in ISO45001.

Health and Safety Representative:	Management of risk assessment, record-keeping, policy reviews, training oversight, ensure legal compliance, co-ordination of inspections (equipment, fire alarms PPE).
Management Team/Supervision:	Ensure this policy is met in Anochrome Group sites, ensure that employees understand our policies and procedures in relation to Occupational Health and Safety, maintain safe workplaces, enforces safe working.
Employees:	Follow safe working practices, ensuring that they take reasonable care of themselves and others, following safe working procedures, using PPE and tools properly, report hazards, incidents and near-misses, attending health and safety training as prescribed, co-operate with management team to ensure compliance to company rules in accordance with the Health and Safety at Work Act 1974.
Contractors:	Comply with company rules provided on entry to our sites, provide evidence of competence when asked, undertake risk assessments when required, follow and provide safe systems of work for when on Anochrome Group sites, provide/ensure that Anochrome group has copies of Public Liability Insurance prior to attendance of site, and report incidents immediately.

Health and safety Objectives

Anochrome Group aims to:

- Reduce accidents and incidents annually.
- Reduce near misses through proactive reporting.
- Complete planned risk assessments.
- Maintain legal compliance.
- Improve employee engagement in health and safety.
- Continually improve OH&S performance.
- Encourage the engagement of our employees to ensure compliance to OH&S requirements.

We will annually review our objectives as part of the annual review of the policy.

Health and Safety at Anochrome Group

At Anochrome group we actively encourage our employees to:

- Participating in risk assessments when requested.
- Report hazards.
- Report near misses.
- Suggest improvements.
- Attending safety meetings.

No Employee will suffer detriment for raising health and safety concerns.

Arrangements & Safety Measures

We will manage our health and safety activities by:

1. Hazard Identification, Risk Assessments and Control,
 - Anochrome Group has a process to Identify and assess risk.
 - We will determine control measures, perform regular review.
 - When collating risk assessment we will consider:
 - Routine and non-routine activities.
 - Human factors.
 - Emergency situations.
 - Contractors and visitors.
 - Risk assessments will be reviewed annually, or in the event of an incident, significant operational changes, legal changes.
2. Legal and Other requirements,
 - We maintain a legal register,
 - We monitor legislative changes,
 - We evaluate compliance through health and Safety meetings, internal audit, employee feedback (town hall meetings, employee surveys).
 - Ensure Anochrome is always compliant in relation to OH&S requirements.
3. Operational Planning and Control,
 - We will establish safe systems of work covering:
 - Personal Protective Equipment,
 - Fire Safety,
 - Machinery,
 - Manual handling,
 - Working at height,
 - Electrical safety,
 - Hazardous substances (COSHH),
 - Driving for work,
 - Lone working,
 - Contractor management,
 - Permit-to-work activities,
 - Working time management,
4. Emergency Preparedness,
 - Our emergency procedures include:
 - Fire evacuation,
 - First aid,
 - Chemical spills,
 - Environmental emergencies,
 - Utility failures,
 - Severe weather,
 - Medical emergencies,
 - Emergency arrangements will be tested periodically.

5. Training and supervision,

- The organisation shall ensure employees are competent through:
 - Induction training,
 - Job-specific training,
 - Refresher training,
 - Toolbox talks,
 - Emergency drills,
 - Competency assessments,
- Training records shall be maintained.

6. Manager and employee consultation and engagement,

- Health and safety information shall be communicated through:
 - Team briefings,
 - Safety alerts,
 - Noticeboards,
 - Digital communications,
 - Toolbox talks,
 - Safety meetings.

7. Incident Reporting and Investigation,

- The immediate reporting of all Accidents, incidents, near misses and dangerous occurrences.
- All investigations will Identify root cause, corrective actions and prevent recurrence.
- Reporting RIDDORs and reporting in accordance with legal requirements.

8. Health surveillance, Workplace welfare and environmental aspects

- Where appropriate, the organisation shall provide health surveillance including:
 - Audiometry,
 - Lung function testing,
 - Skin surveillance,
 - Vision testing (where required),
 - Health and well being helpline (through HR provider).

9. Performance monitoring,

- Performance shall be monitored using:
 - Leading Indicators, such as: Safety inspections,
Internal Audits,
Near miss reporting,
Training completion,
Behavioural observations,
Risk assessment completion/ Review.
 - Lagging Indicators, such as: Accident rates,
RIDDOR incidents,
Sickness absence,
Property damage.

- Internal audit activity to: Ensure compliance to ISO45001,
Verify Legal Compliance,
Assess effectiveness of our processes,
Identify improvement opportunities.
- Management review including audit performance, incident trends,
compliance activities, employee feedback, resource needs, Risk,
opportunity and improvement activities.

10. Continual improvement:

- Setting objectives and targets in relation to our OH&S management system, collating data and information from sections 1-9 as stated in this policy, in accordance with agreement from Anochrome Group's Senior Management Team.

Signed:

A handwritten signature in black ink, appearing to be 'Mark Jones', written over a light blue horizontal line.

**Mark Jones
Chief Executive Officer
Anochrome Group**

17th July 2026