

HEALTH & SAFETY POLICY STATEMENT

This Health & Safety Policy Statement recognises Sipral UK Ltd. obligations under the Health and Safety at Work etc., Act 1974. This policy statement and the health and safety documentation detailing the means of implementing the policy are in respect of Sipral UK Ltd.

Sipral UK Ltd have both moral and legal obligations to safeguard, so far as is reasonably practicable, the health, safety and welfare of their employees and anyone who may be affected by the actions of the Company, its employees, or as a result of Sipral UK Ltd.'s operations.

Our Health & Safety Policy shall earn the confidence of employees, shareholders, customers and the general public by demonstrating our commitment to aspire to comply and where possible exceed the requirements of ISO 45001:2018 and all relevant legislation through the continual improvement of performance in all areas of Sipral UK Ltd.

Sipral UK Ltd. fully accept their obligations and responsibilities, which will be achieved by:

- Meeting its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.
- Commit adequate financial and physical resources to ensure Health and Safety is maintained as a priority throughout all parts of the organisation.
- Providing and maintaining safe working environments that are without risks to health, safety and welfare. Limiting adverse effects on and adjacent to the area in which those activities are carried out.
- Ensuring all employees play an active part in the health and safety of the Company by consulting with them and providing them with adequate information, instruction, training and supervision for them to understand their role within the Company.
- Setting standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, contractors, visitors and the public.
- Safeguard employees and others from foreseeable hazards connected with work activities, processes and working systems.
- Ensuring that hazardous areas are kept secure from the public, employees or tenants, or contractors not required to enter them.
- Ensuring that when new substances, plant, machinery, equipment, processes or premises are introduced, adequate guidance, instruction, training and supervision are provided for safe methods of work to be developed.
- Ensuring that all plant and equipment is maintained in a safe condition and is subject to routine and statutory inspections and examinations.
- Ensuring that contractors undertaking work for the Company are informed of the relevant standards required and are monitored to ensure compliance without detracting from the contractors' legal responsibilities to comply with statutory requirements.
- Ensuring a Smoke Free atmosphere on its premises and within its vehicles and plant

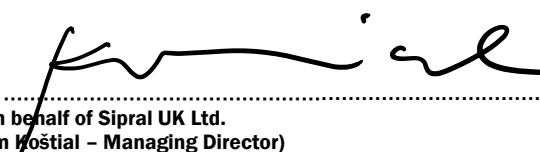
Employees are required to cooperate with the Company, not only to ensure their personal safety, but also the safety of others who may be affected by their acts or omissions. Failure to comply may result in disciplinary action being taken against them under the Terms and Conditions of Employment and Contract.

The Company will communicate the Health and Safety Policy to all employees, and it will be freely available to customers and the general public.

The Policy and the supporting Procedures are to be applied to all activities and services carried out by the Company.

The Policy will be monitored and maintained by HS Advisor of Sipral UK Ltd. who will ensure it is reviewed at periods not exceeding annually or at change of relevant UK legislation or guidance.

All management staff will enforce this Policy. The Managing Director Mr. Radim Košťál is responsible for the health and safety performance of the company and signs this policy statement in acknowledgement of this.

Signed:  Date: **1st March 2024**
For and on behalf of Sipral UK Ltd.
(Mr. Radim Košťál - Managing Director)