**Compliance and Commitment**
DISPAK LIMITED commits to ensuring, as far as reasonably practicable, the health, safety, and welfare of our employees and others affected by our operations. We commit to eliminating hazards where reasonably practicable and reducing occupational health and safety risks through effective control measures.

We commit to:

- Controlling risks from work activities.
- Consulting with employees or where they exists workers representatives on health and safety matters.
- Providing safe working conditions and equipment for the prevention of work-related injury and ill health.
- Providing necessary training and supervision.
- Preventing accidents and health issues.
- Complying with relevant Health, Safety and Fire legislation and fulfilling other applicable occupational health and safety requirements.
- Establish, review, and achieve measurable occupational health and safety (OH&S) targets and objectives to drive ongoing performance.

**Managing Director Responsibilities:**

- Implement and adapt the health and safety policy as needed.
- Ensure sufficient resources are allocated to meet safety objectives.
- Set and monitor OH&S targets at an organisational level, reviewing progress on a regular basis.

**Management Responsibilities:**

- Prioritise health and safety to prevent injuries and property damage.
- Protect all persons from foreseeable risks.
- Support the delivery of OH&S targets within their areas of responsibility and contribute to the identification of improvement opportunities.

**Employees Duties and Consultation:**

- Employees are informed of their duties under this policy.
- Employees and their representatives are consulted and actively involved in hazard identification, risk assessments, incident investigation and continual improvement of health and safety arrangements.
- Employees are encouraged to actively participate in continual improvement initiatives and to raise suggestions that contribute to a safer working environment.

**Systematic Safety Management**
We have implemented arrangements to support the effective implementation of this health and safety policy and we commit to:

- Identify hazards, assess risks, and determine control measures.
- Ensure all employees understand and follow the necessary safety procedures.
- Prepare emergency procedures, including evacuation in case of fire or other significant incidents, are clearly set out and communicated to all staff.
- Continually improve our OH&S management system by monitoring performance, conducting regular reviews, and taking corrective action where needed.
- Set measurable OH&S targets and objectives on a regular basis, tracking progress and reporting outcomes to relevant stakeholders.

This policy is appropriate to the purpose, size and context of the organisation, and to the specific nature and scale of its occupational health and safety risks and opportunities. It provides a framework for setting and reviewing OH&S objectives.

We regard all health and safety legislation as setting a minimum compliance standard which we aim to exceed wherever possible, and we expect management to achieve their targets without compromising health and safety in any way. Our commitment to continual improvement means we will proactively seek opportunities to raise our health and safety standards beyond mere compliance, fostering a culture where safety excellence is an ongoing priority.

Signature: S Talbot Date: 03/11/26

Position: Operations Manager Review: 03/11/27