

## Health & Safety Policy

We recognise and accept our responsibility as an employer for providing a safe and healthy working environment for all employees and to avoid risks to the health and safety of others who may be affected by our activities.

We will take all reasonable steps within our power to meet this responsibility.

We will identify significant hazards and plan for their elimination, reduction, and control by conducting risk assessments at regular intervals, the results of which will be communicated to our employees.

Communication between all levels of employees within the Company is paramount and will therefore ensure that there are adequate arrangements in place to permit the flow of information both to and from employees.

All our employees will be given adequate information, instruction, and training as is necessary to ensure their and others safety, whilst carrying out their duties on behalf of the company.

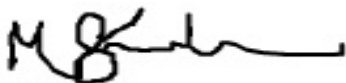
We will plan and budget to address the issues identified from the assessments and those deficiencies identified through our regular monitoring exercises.

Our policy will be regularly monitored, reviewed, and updated at least once per annum to reflect any changes in legislation or in light of any changes in our activities or procedures and any updates will be brought to the attention of our employees.

We are aware of the need to employ contractors to conduct certain works on our behalf and undertake only to employ contractors who are professionally competent and who are compliant with relevant health and safety legislation.

We all have a legal duty to co-operate in all safety related matters, not to endanger others or ourselves and not to misuse anything provided for safety. All persons are to ensure that appropriate safety rules are followed as failure to do so may result in disciplinary action being taken.

Signed for and on behalf of TSM Ltd



Title: Director  
Date: May 2025