

IMS01.01 Health & Safety Policy Statement

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Lightning Packaging is committed to the provision of a safe place of work for all employees within the business and considers the promotion of Health, Safety and Welfare measures as a mutual objective for management and employees at all levels.

The Company will do all that is reasonably practicable to safeguard the Health, Safety and Welfare of all its employees and that of members of the public, contractors and temporary workers who could be affected by the Company's work activities.

We have established, implemented and maintain a Health and Safety Management System that enables us to manage risks presented by our activities and facilities. This comprises of policies and procedures aligned with BS ISO 45001:2018 Occupational Health and Safety Management System.

We are committed to fulfilling our legal requirements and other requirements and will continually improve our performance by:

- Providing and maintaining a working environment that prevents work-related injury and ill health to all employees, contractors, temporary workers and visitors
- Setting objectives and management programmes which are compatible with the strategic direction of the company
- Committing to eliminate hazards and reducing occupational health and safety risks including accidents, property damage and near misses
- Directing, supporting and consulting with all employees to contribute to the effectiveness of the OH&S management system
- Encouraging the active participation of everyone in the workplace in order to create an awareness of the importance of achieving high standards of Health, Safety and Welfare
- Providing and maintaining suitable plant and equipment
- Ensuring safe handling and use of substances
- Ensuring all employees are competent in all aspects of their role and give them suitable and relevant training supported by refresher training at suitable intervals
- Reviewing and revising the policy as necessary within the management review programme
- Actively encouraging the reporting of accidents, incidents and near misses
- Ensuring the policy is communicated to all associates working within the company and is made available to the public

Our policy extends to all contractors and temporary staff employed by and working within Lightning Packaging.

We all have equal responsibility for making and keeping our places of work safe, not only for ourselves but for outside contractors and our visitors.

The co-operation and commitment of all employees is paramount if we are to succeed in meeting and sustaining our Health and Safety goals.

Signed: *Cara Jeffrey*

Printed: Cara Jeffrey

Date: 27th January 2026

Position: Managing Director