



Health and Safety Policy

This is the Health and Safety Policy Statement of HPC plc in relation to the Company's obligations under the terms of the Health and Safety at Work, Act 1974.

The Policy covers the company's activities within the following scope as per our ISO: 45001 Management system:

The Assembly, test and supply of equipment, spares, service and technical support of compressed air systems and ancillary equipment. The manufacture of compressed air components.

The Chairman, on behalf of the Board of Directors, commits the company to a high standard of health and safety, compliance with current applicable health and safety legislation and to implement and maintain a documented Occupational Health & Safety management system.

In support of this, the Company commits to:

- Define roles and responsibilities for the health and safety system and make available to all on the company network and main noticeboard warehouse (HSP 2-2 Organisational roles and responsibilities).
- Provide sufficient time and resources to address health and safety matters.
- Maintain as far as is reasonably practicable, safe and healthy working conditions for its employees, contractors and visitors.
- Ensure that the conduct of work on its premises, on customer sites and when driving at work will not wilfully endanger the employees of others or members of the public.
- Provide and maintain safe plant and equipment.
- Provide adequate control of health and safety risks arising from its works, including communication with clients and any use of sub-contractors.
- Ensure safe handling and use of hazardous substances.
- Top Level Management commitment to Worker Participation and Consultation
- Top Level Management Commitment to fulfil Legal and other requirements.
- Provide information, instruction or training to Line Managers to ensure that they understand their health and safety responsibilities under current legislation.
- Provide health and safety information, instruction, training and supervision for employees to ensure that they are appropriately skilled and competent to carry out their tasks and are aware of their obligations.
- Encourage all employees to report a hazard or near miss which cannot be controlled personally to an appropriate Line Manager.
- Invoke the disciplinary process for any deliberate breaches of health and safety rules and procedures. This could be for a failure of an employee to take reasonable care of the health and safety of him/herself and that of their colleagues or for reckless and/or intentional interference with anything provided in the interest of health and safety.
- Use risk assessment as a means of preventing injury and ill health.
- Focus on specific objectives to continually improving its health and safety performance.
- Review this policy as part of the Management Review process, thereby, confirming that it remains relevant and appropriate to the nature and size of the company. The policy will be reconfirmed annually by the signatory at a minimum even if the content is unchanged.
- Maintain premises to ensure so far as is practical that they are fit for purpose and pose no undue risk to employees, members of the public and others who may visit the premises.
- Provide welfare facilities including shower facilities, hot water for washing, toilets, separate seating area with Microwave, kettle, tea, coffee, milk etc.
- Arrangements for Health and Safety. More practical arrangements in place for Health and safety are detailed in work instruction HSW024. This document is available to all on the shared Z drive.
- Communication of this policy and other Health and Safety information can be seen on the Company network, Website or on the main noticeboard in warehouse. It is available to the public on request or on the company website.

This policy will be reviewed at every management review and reconfirmed annually by the signatory at a minimum even if the content is unchanged. The Company expects that all employees will co-operate to ensure that this policy is fully adhered to at all times.

Jason Morgan
Chief Executive
May 2025