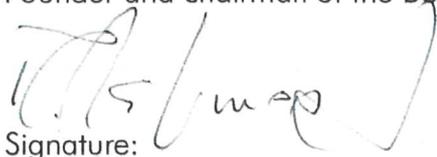


Encocam Ltd is the parent company of 8 divisions with over 30 years' experience, spanning across a large range of industries from energy absorption, safety testing solutions, composite panels, interior design and architecture, motorbike distribution and a range of manufacturing and engineering services. Encocam prides itself on being leaders in innovation and creativity as well as being forward thinkers in technology and manufacturing, believing strongly in continuous improvement.

Working alongside the Operational Divisions, Senior Management Team, departmental leaders, and additional Group Support functions will set the standards to ensure so far as reasonably practicable that the Operational Companies:

1. We shall try to ensure that our operations do not cause death, injury, ill health, or material damage. To achieve this, we believe that a structured management system is essential and have introduced "Occupational Health and Safety Management System ISO 45001:2018.
2. Will provide safe and healthy working conditions for the prevention of work-related injury and ill health and will identify and address the root causes of unsafe act, unsafe conditions, unsafe use of equipment and unsafe equipment.
3. Will pro-actively action to prevent injury or ill health to employees and others who may be affected by activities that they or others undertake by actively managing risk.
4. Actively manage accident investigation and response, ensuring remedial action is taken to address immediate and root cause issues. We commit to consult workers and involve workers in the risk management processes.
5. Provide suitable and sufficient information, instruction, supervision, and training to employees in accordance with specified standard.
6. Ensure Compliance as an absolute minimum with all applicable health and safety legal standard and other identified risk management requirements.
7. Ensure continuous improvement in health and safety performance.
8. Copies of this policy shall also be made available to other interested parties upon request.
9. This Policy is reviewed annually as part of the management review process, which is also the forum for setting and reviewing OH&S objectives. The policy shall also be reviewed where there are significant changes affecting health and safety.

Dr Mike Ashmead
Founder and chairman of the Board

Signature: 

Date: 03/01/23