

 ISO 45001 Occupational Health and Safety Management System (OHSE)	Health and Safety Policy Statement		
	Document No	Version No	Latest Review Date
	S00	23	April 2026

At IKO PLC, we are committed to ensuring the health, safety, and welfare, both physical and mental, of all employees and others who may be affected by our operations. Our policy is built on the principles of the Health and Safety at Work etc. Act 1974 (HSAWA) and complies with the requirements of ISO 45001. We are dedicated to continuous improvement and will ensure our Occupational Health and Safety (OH&S) Management System enhances performance and safeguards the well-being of everyone involved. We aim to prevent work-related injury, ill health and psychological distress, by identifying and controlling hazards, eliminating risks where practicable, and driving ongoing improvements.

IKO PLC shall:

- Provide and maintain safe plant, equipment, and systems of work.
- Ensure safe handling, storage, and transport of materials and substances.
- Provide clear information, instruction, training, and supervision to ensure employees are competent to carry out their tasks safely.
- Maintain safe workplaces, including safe access and egress.
- Provide adequate welfare facilities to promote employee well-being, including mental health support and stress management resources.
- Encourage a workplace culture that supports open discussions about mental health and wellbeing.
- Consult and communicate with employees on matters affecting their physical and mental health and safety.
- Regularly review and update this policy and safety procedures to ensure compliance with legal and other applicable requirements.

All employees have a legal duty to:

- Take reasonable care of their own safety and the safety of others who may be affected by their actions or omissions.
- Use equipment and personal protective equipment (PPE) correctly and in accordance with training and instructions provided.
- Report any hazards, unsafe practices, near misses or mental health concerns immediately.
- Co-operate by following the company's safety policies, procedures, and instructions.
- Participate in relevant training to maintain competence and safety awareness.
- Avoid interfering with or misusing anything provided in the interests of health and safety.

The Directors, Senior Managers, and Leadership Team are responsible for ensuring that our Health and Safety Policy is implemented, monitored, and reviewed regularly to achieve the intended outcomes. We will continue to engage, consult, and involve all employees to uphold our commitment to maintaining a safe, healthy and supportive working environment that prioritises both physical and mental well-being.

This policy will be reviewed annually or in the event of significant change, ensuring its continued relevance and effectiveness in managing the Company's health and safety performance.

Signed



Anthony Carlyle
Group Managing Director