

## Occupational Health & Safety Policy Statement

### Policy Objective

Encyclis is committed to providing a safe and healthy workplace for its employees and everyone else effected by its activities in which no one is harmed and work-related ill health is prevented. To achieve this Encyclis aims to continually develop and improve the Occupational Health and Safety performance by providing a framework for setting objectives as well as a culture of 'safety first' approach to the business at all times.

### Responsibilities

The Encyclis Senior Management aims to achieve the policy objectives by:

- Providing leadership by example on all occupational health and safety matters.
- Identifying hazards associated with the company's activities and eliminating the risk where possible.
- Establishing and implementing robust OH&S procedures and safe systems of work for the management of risks that remain to as low as reasonably practicable.
- Provide clear information, instructions, training and supervision to the workforce.
- Communicating and engaging with the workforce, supply chain, clients and other relevant interested parties to ensure everyone understands how to keep themselves and others safe and healthy.
- Ensuring health and safety statutory compliance obligations are achieved.

The objective of this policy can only be achieved and enhanced through the support and total co-operation of all employees who are responsible for their own health and safety and the health and safety of others. It is the responsibility of every employee in the company to:

- Perform their job tasks in a safe manner.
- Look out for their colleagues.
- Stop and seek guidance if something is unsafe.
- Report all unsafe acts or conditions and where necessary initiate a 'safety stop'.
- Comply with the company's health and safety procedures and requirements.
- Work with a 'safety first' approach at all times and follow our six 'safety first rules'.

### Continual Improvement

To ensure continual development and improvement of the company's occupational health and safety performance is achieved, this policy will be reviewed periodically and communicated to employees, supply chain, clients and relevant interested parties.

### Signed



Owen Michaelson, CEO

For and on behalf of the Encyclis Senior Management Team

Date: Jan 2025