

## Health and Safety Policy Statement

It is the policy of Hollis to maintain an Integrated (health & safety, quality, and environmental) Management System (IMS) that is designed to meet the requirements of legislation and of the ISO 45001, ISO 9001, ISO 14001 and ISO 27001 Standards, and is in pursuit of the Hollis core values and primary quality, environmental, health & safety, well-being and information security management objectives.

We recognise that the effective management of health, safety and well-being is essential to ensuring the health, safety and well-being of our people or persons performing work under our control, and any other people affected by our business activities.

The Directors are committed, through our Health and Safety Policy, to provide safe and healthy working conditions for the prevention of work-related injury and ill-health and to fulfil legal and other requirements to which Hollis subscribe by providing and maintaining:

- A safe and secure workplace to maintain health, eliminate hazards and reduce occupational health and safety risks.
- Good communication, consultation and participation at all levels of the business regarding all matters of health, safety and welfare.
- Safe plant, equipment and systems of work.
- Effective delivery of necessary information, instruction, training and supervision.
- Safe arrangements for use, handling, storage and transport of articles and substances.
- Resources and welfare facilities to ensure the effective management of health, safety and welfare at work.
- Competent health and safety assistance.

All person or persons performing work under our control are required to co-operate with the Directors in respect of this Policy and must ensure that their own work, is carried out without risk to themselves and other persons who may be affected by their acts or omissions at work. In addition, no person or persons performing work under our control will be victimised or subject to reprisal for raising or identifying matters requiring attention.

Hollis is committed to continually improve health and safety management and performance by establishing and reviewing objectives which are set in support of this policy and the Business Plan. Performance in relation to these objectives is reviewed during management reviews.

This Policy is available to everyone via our website and is communicated to all persons working for or on behalf of Hollis via Hollisphere, along with the full Policy.

Print Name: James Audsley

Signature:



Position: Chief Operating Officer

Date: 26 February 2025