



OCCUPATIONAL HEALTH AND SAFETY POLICY

Rajapack Ltd. recognises that our site activities give rise to a range of hazards, in particular the use of manual handling equipment (MHE) within the warehouse environment. We also recognise that our employees may be exposed to hazards when providing on-site support to our customers. We believe that despite the presence of these hazards, all accidents and incidents of work-related ill-health are preventable. We also recognise that we have a legal responsibility to ensure the health, safety, and welfare of all persons affected by our activities.

As such we are committed to:

- Preventing and eliminating work related injury or ill health to anyone who may be affected by our work activities
- Complying with all relevant legal, customer and other third-party requirements
- Continually improving our risk management and occupational health & safety performance
- Communicate and consult with our employees and interested parties on all matters relating to health & safety

We will achieve these commitments through the following means:

- The implementation, maintenance and continual improvement of an occupational health and safety management system that is independently certified as compliant with ISO 45001:2018
- The systematic identification of hazards present and the application of a risk assessment procedure that will identify and implement appropriate control measures and safe systems of work through consultation and participation of workers
- The maintenance of a set of objectives and a supporting programme of work that is focussed on achieving our commitments and eliminating or reducing any major hazards present
- The definition of individual management and employee responsibilities for implementing the occupational health and safety system and achieving our commitments
- The maintenance of effective systems of communication, and consultation on health and safety issues with our employees and other persons affected by our activities
- The provision of appropriate information, instruction, training and supervision so that all employees:
 - Are aware of their responsibilities and legal duties, and
 - Can support the implementation of the occupational health and safety system and the development of a proactive health and safety culture

Our top management is committed to ensuring that all employees understand and meet the requirements of the occupational safety policy. The appropriateness and effectiveness of this policy and the means identified within it for delivering our commitments will be regularly reviewed by the top management.

The implementation and continual improvement of our occupational health and safety policy is fundamental to the success of our business and must be supported by all employees as an integral part of their daily work.

Signed on behalf of Rajapack Ltd

A handwritten signature in black ink, appearing to read "Tom Rodda".

Signed
Tom Rodda - Managing Director

Date: 10th December 2025