

Health, Safety and Wellbeing Policy Statement

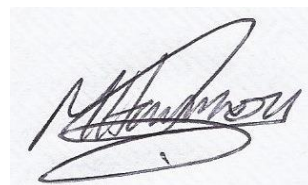
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The management of Flomatik Network Services Ltd ('Flomatik') recognises that it has a legal duty of care towards protecting the Health and Safety and Wellbeing of its employees and others who may be affected by the Company's activities.

In order to discharge its responsibilities, the management will:

- Operate its business in compliance with the Company's Health and Safety Policies and Procedures or United Kingdom Law, whichever is the more stringent.
- Provide an organisational structure that clearly defines the responsibilities for Health and Safety and Wellbeing, and for ensuring that the systems and procedures relating to this policy statement are rigorously applied.
- Ensure that all persons employed have reasonable experience and/or the training necessary, to achieve the level of competence required to ensure their own Health and Safety and Wellbeing and that of others who may be affected by their work activities.
- Systematically identify all hazards and their associated risks and take such steps as are required to reduce risks to an acceptable level.
- Eliminate, so far as is reasonably practicable, unacceptable behaviour such as bullying, interpersonal conflicts at work, racial and sexual harassment which causes unnecessary stress in the workplace.
- Satisfy itself that any company who is contracted to carry out work on behalf of Flomatik is able to demonstrate that it pays due regard to Health and Safety and Wellbeing matters.
- Bring this Policy Statement to the attention of all employees and seek their cooperation in supporting the Company's management in its efforts to achieve and maintain a healthy and accident-free workplace. This Policy Statement, together with its associated organisational arrangements and procedures, will be subject to annual review in order to reflect business activities.

Signed on behalf of Executive Steering Committee



06/01/2022