

HEALTH AND SAFETY AT WORK

POLICY STATEMENT

Symphony Environmental Technologies plc (and its subsidiary companies) recognises its responsibilities under the Health and Safety at Work etc. Act, for ensuring so far as is reasonably practicable, the health, safety and welfare of its employees, along with contractors, visitors and the general public.

The company attaches the greatest importance to health and safety, considering this to be a management responsibility ranking equally with other key functions within the organisation.

It is Symphony policy to take all reasonably practicable precautions for the prevention of accidents and ill health, and for the creation of working conditions which safeguard employees. Safe systems of work will be provided and maintained. To this end, the company will allocate all necessary resources and enlist the active support of all workers.

Symphony employees also have responsibilities under the Health and Safety at Work etc. Act. Employees are bound by law to take reasonable care of their own health and safety, and the health and safety of others who may be affected by their acts or omissions. Employees are required to follow safety rules and procedures, and not to misuse or interfere with anything provided in the interests of health and safety.

Health and Safety Policy, along with other important information, will be brought to the attention of new employees as part of their induction training. It should be noted that failure to observe safety rules and procedures will be regarded as a serious disciplinary offence which may lead to dismissal.

This policy and the organisation and arrangements which form part of it, will be reviewed regularly and modified and updated as necessary. A complete set of safety documentation is held at all Symphony sites in the UK and will be made available for inspection by any employee or contractor on request.

10 November 2022