

## Company Health & Safety Policy

B.7

*The Board of Berry Systems Ltd require that all subsidiary businesses be operated and managed to ensure the health, safety, and wellbeing of all our employees, contractors, customers, and others who may be affected by our operations.*

We aim to achieve these objectives through each subsidiary business, in a manner appropriate to their business needs and the available resources. Each subsidiary business is an employer in their own right and therefore the principal requirements for managing health, safety and welfare at work falls to each subsidiary and their management teams. The company will provide the necessary assistance and guidance to all subsidiary businesses to assist them in achieving their health and safety objectives and contributing to the long-term health and safety strategy.

The company is committed to the implementation of this Policy through:

### Principles:

- taking appropriate steps to minimise accidents and ill health in all aspects of the company's operations.
- assessment and control of work-related risks by implementing safe systems of work and effective management practices.
- as a minimum standard, compliance with regulatory and other legislative requirements and striving for continual improvement; and
- where at all possible, the integration of health and safety into our day-to-day business operations.

### In practice:

- implementing an appropriate Health & Safety Policy within each subsidiary business, which is adequate and displayed within the business reviewed every 12 months by the subsidiary Board of directors.
- identifying, controlling and, where reasonable and practicable, reducing or eliminating risks associated with our activities.
- providing safe, healthy, and well-maintained workplaces with safe plant and equipment and suitable welfare facilities.
- ensuring employees receive the necessary instruction, information, training, and supervision to enable them to perform their duties in a safe manner.
- establishing suitable emergency arrangements.
- the development and implementation of health and safety action plans to address the specific needs of each subsidiary business; and
- liaison and co-operation with any enforcement/regulatory agencies.

### On-going

- continual review of our practices, providing appropriate guidance to subsidiary businesses in line with current legal requirements.
- discussion at subsidiary Board meetings and regular monitoring of accident/incident trends and other health and safety performance measures.
- reporting to the company's Executive Board on actions taken following the reporting of any lost time accidents within the subsidiary workplace.
- including health and safety data and trends at Company Board meetings.
- updating our policy and practices because of any reviews, noteworthy events or changes in health and safety legislation and best practice.

- establishing and operating effective means of communication and consultation between the subsidiary businesses e.g. establishing Health & Safety Forums.
- ensuring appropriate arrangements for staff consultation are in place at subsidiary level; and
- ensuring the provision of advice and assistance through the appointment of competent health and safety advisors or officers for all Company businesses.

**Responsibilities:**

The Managing Director of each subsidiary business is responsible for the day-to-day implementation of health and safety arrangements for the areas and activities under their control. The implementation of this Policy requires the co-operation and active involvement of all employees, at all levels and in all areas of our business.

In implementing this Policy, employees are required to:

- co-operate to ensure compliance with statutory requirements by working safely in accordance with any safe systems of work and associated safety procedures.
- take reasonable care of themselves, their colleagues, visitors, and others who may be affected by our operations.
- report to their Line Manager any safety observations, near misses and accidents or any other concern regarding health and safety, without fear of sanction.
- ensure that their Line Manager makes the appropriate report of any concern raised for inclusion in the relevant Health & Safety Management and Reporting software; and
- not interfere with, damage, or misuse any plant or equipment provided by the business.

Breaches of this Policy will be regarded as misconduct and could result in disciplinary proceedings.

This Company Policy Statement will be reviewed every two years (or sooner, if there has been a substantial change) and where appropriate, updated or modified accordingly.

Approved by the Board of Directors of Berry Systems – 31/05/2023.

Signed

Andre Van Heerden  
Managing Director