**Health and Safety Policy Statement**

At Espria we are committed to ensuring the health, safety, and welfare of all our employees, contractors, visitors, and anyone else who may be affected by our activities. We believe that all workplace incidents are preventable, and our goal is to promote a positive health and safety culture throughout the organisation.

It is the policy of Espria to foster a positive health and safety culture throughout the Company as we believe that high standards of health and safety are a moral and commercial pre-requisite.

**Our Commitment**

The Company is committed to:

* complying with all applicable health and safety legislation and industry standards.
* ensure all Health & Safety documentation is up to date and complies with current legislation.
* monthly reporting at Board level of any Health & Safety issues.
* the prevention of work-related injury and ill health.
* providing a safe working environment by identifying and controlling hazards
* maintaining safe and healthy working conditions, and adequate welfare facilities.
* review and revise our Health & Safety Policy Manual annually.
* the consultation and participation of workers in OH&S management.
* the continual improvement of our OH&S Management System.
* Ensure that adequate resources, training, and supervision are provided to promote health and safety awareness.

**Our Objectives**

To achieve our commitment, we will:

* Conduct risk assessments and implement measures to eliminate or minimise risks.
* Maintain safe equipment and ensure proper use of tools, machinery, and substances.
* Provide appropriate personal protective equipment (PPE) where required.
* Establish emergency procedures and ensure all staff are trained in their responsibilities.
* Promote a culture where health and safety responsibilities are recognised at all levels.

**Implementation, Maintenance and Review**

The Chief Executive Officer accepts overall responsibility for all Health and Safety within the Company, but delegates day-to-day responsibility and policy implementation to the Head of Compliance.

This Health and Safety Policy will be regularly reviewed to ensure its relevance and effectiveness. It will be communicated to all employees and made available to interested parties upon request.

Clinton Groome

CEO January 2025