



Health, Safety and Wellbeing Policy

Version 9.0

10th March 2025

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HEALTH, SAFETY & WELLBEING POLICY

Document Control and Change History

Document Control			
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Owner	Ato Nimoh-Brema (Head of Sustainability and Business Assurance)		
Revision History			
Version	Date	Amendment/Change	Approver (Role)
1.0	06 th Jan, 2020	<ul style="list-style-type: none"> Initial Document 	Mark Smyth (COO) Steve Shaw (CHRO)
2.0	08 th Mar, 2021	<ul style="list-style-type: none"> Annual Review 	Mark Smyth (COO) Steve Shaw (CHRO)
3.0	28 th Sep, 2021	<ul style="list-style-type: none"> Resignation of Steve Shaw (CHRO) Change of role – QHSE & Sustainability Manager to Head of Sustainability and Business Assurance 	Mark Smyth (COO)
4.0	07 th Dec, 2021	<ul style="list-style-type: none"> Policy aligned to BS EN ISO 45001:2018 Use of new business template 	Mark Smyth (COO)
5.0	10 th May, 2022	<ul style="list-style-type: none"> Policy updated with the policy commitment wordings from ISO 45001 standard 	Mark Smyth (COO)
6.0	16 th Feb, 2023	<ul style="list-style-type: none"> Annual review 	Mark Smyth (COO)
7.0	16 th June, 2023	<ul style="list-style-type: none"> Resignation of Mark Smyth (COO) Change of approver, from Mark Smyth to Aurelio Maruggi 	Aurelio Maruggi (CEO)
8.0	01 st March, 2024	<ul style="list-style-type: none"> Resignation of Aurelio Maruggi New CEO, James Clark as approver 	James Clark (CEO)
9.0	10 th March, 2025	<ul style="list-style-type: none"> Annual review Strong alignment with ISO 45001 and wellbeing 	James Clark (CEO)

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Purpose

At Apogee Corporation Limited, we are committed to ensuring the health, safety and wellbeing of our employees, contractors, visitors, and anyone affected by our business operations. Our aim is to foster a positive and proactive health and safety culture by minimising workplace risks, promoting mental and physical wellbeing, and maintaining compliance with relevant legal and regulatory requirements, including continuous certification to ISO 45001:2018.

Our Commitment

We are dedicated to:

- Providing a safe and healthy working environment that prevents work-related injuries, ill-health, and accidents.
- Promoting a culture of health and wellbeing by encouraging a healthy work-life balance, supporting mental health initiatives, and providing appropriate resources to support employee wellbeing.
- Ensuring legal and regulatory compliance with occupational health and safety (OH&S) laws, standards and industry best practices, including the requirements of ISO 45001.
- Identifying, assessing, and mitigating risks to health and safety across our operations.
- Providing ongoing training and information to all employees to ensure they understand their responsibilities in maintaining a safe working environment.
- Consulting and involving employees in health and safety matters to foster open communication and continual improvement.
- Monitoring, measuring, and continuously improving our health and safety performance through regular audits, reviews, and performance reporting.

Roles and Responsibilities

- The Executive Leadership Team is accountable for providing a safe working environment, adequate resources, and fostering a positive health and safety culture.
- Managers and Team Leaders are responsible for implementing health and safety practices within their teams, identifying potential hazards, and promoting wellbeing.
- All Employees are responsible for taking reasonable care of their own health and safety, complying with company policies, and reporting any health and safety concerns.

Wellbeing Focus

We recognise that employee wellbeing is essential to the success of our business. We will:

- Promote mental health and wellbeing through access to mental health support, flexible working arrangements, and initiatives that encourage work-life balance.

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- Provide resources and support to address workplace stress, promote inclusivity, and enhance overall employee wellbeing.
- Encourage healthy working practices by promoting physical activity, healthy eating, and workplace ergonomics.

Continuous Improvement

In alignment with ISO 45001, we are committed to continually improving our occupational health and safety management system (OHSMS). This will be achieved through:

- Regular performance reviews, audits, and inspections.
- Setting and reviewing measurable health and safety objectives.
- Taking corrective and preventive actions to address non-conformities and incidents
- Promoting a culture of continuous learning and improvement

Review and Communication

This policy will be reviewed annually or whenever significant changes occur in our operations, legislation, or industry standards. It will be communicated to all employees, contractors, and stakeholders and made available publicly as a demonstration of our commitment to health, safety, and wellbeing

Signed



Name: James Clark

Role: CEO

Apogee Corporation Limited

10th March 2025