



Occupational Health and Safety Policy

We recognise that our activities give rise to a range of hazards, in particular the installation of equipment on-site, as such, we are committed to:

- To provide safe and healthy working conditions for the prevention of work related injury and ill health
- Eliminating hazards and reducing occupational health and safety risks
- Preventing injury or ill health to anyone who may be affected by its work activities
- Complying with all relevant legal, customer and other third-party requirements
- Consultation and participation of workers
- Continually improving our risk management and occupational health and safety performance.

We will achieve these commitments through the following means:

- The maintenance of an Occupation Health and Safety Management System complies with ISO 45001:2018 occupational health and safety management systems.
- The systematic identification of hazards present and the application of a risk assessment procedure that will identify and implement appropriate control measures and safe systems of work.
- The maintenance of a set of objectives through consultation and management review, and a supporting programme of work that is focused on achieving its commitments and eliminating or reducing the major hazards present.
- The clear definition of individual management and employee responsibilities for implementing the Occupational Health and Safety Management System and achieving the Company's commitments.
- The provision of appropriate consultation, participation, information, instruction, training and supervision so that all employees:
 - Are actively involved in the health and safety management of the company;
 - Are aware of their responsibilities and legal duties; and
 - Can support the implementation of the Occupation Health and Safety Management System and the development of a proactive health and safety culture.
- The maintenance of effective systems of communication and consultation on health and safety issues with all employees and other persons affected by the Company's activities.

The implementation of this policy is fundamental to the success of our business and must be supported by all employees as an integral part of their daily work.

Review and agreement

This policy is agreed by the board of Sycous who agree to review this policy and arrangements on an annual and more frequent basis, as necessary, to maintain our commitments.

Signed

A handwritten signature in black ink that reads "M. T. Hall".

Matthew Hall (Responsible Director)

Date

20th July 2025



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