

Health and Safety Policy Statement of Intent

Hopian, detailed hereafter as the Company, recognises and accepts its responsibilities under all applicable health and safety legislation. The Company is committed to protecting the health, safety, and welfare of all employees, agency and temporary workers, contractors, visitors, and any other persons who may be affected by our activities.

So far as is reasonably practicable, the Company will: -

- Provide effective control of health and safety risks arising from our work activities.
- Consult with employees on matters affecting health, safety, and welfare.
- Provide and maintain safe plant, equipment, and work systems.
- Identify all reasonably foreseeable hazards and assess associated risks, with the aim of eliminating, reducing, or controlling potential causes of injury, illness, fire, security breaches, property damage, or environmental harm.
- Ensure the safe handling, use, and storage of hazardous articles and substances.
- Provide appropriate information, instruction, supervision, and health and safety training, particularly for high-risk activities.
- Ensure that all employees are competent to carry out their required tasks.
- Prevent accidents and cases of work-related ill health wherever possible.
- Maintain safe and healthy working conditions, environments, and welfare facilities.
- Regularly review and revise this policy to ensure its continued suitability and effectiveness.
- Ensure that this policy is communicated effectively to all employees and made available to interested parties upon request.

The company will commit to continuous improvement in the prevention of injury and ill health through setting health and safety objectives and targets, embraced by best practice and effective management, which will be shared, monitored, and regularly reviewed.

Successful implementation can only be achieved by compliance with legal requirements, dedication, and co-operation of staff at all levels and the provision of adequate funding and resources by the Company. All employees as a term of their employment, agree to adhere to the Company's policies and procedures and to co-operate with the Company to enable it to carry out its duties towards them.

This Policy applies to all staff and others under the control of the company, including interns, contractors, temporary/agency workers, and visitors.

Signed: 

Position: CEO

Date: 11/02/2026