

# HEALTH AND SAFETY POLICY



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<b>VERSION</b>	INNO002 V4	<b>ISSUED BY</b>	EMMA SHUTTLEWORTH
<b>NEXT REVIEW</b>	27/01/2027	<b>APPROVED BY</b>	MARK BRIDGENS

It is the policy of Innoovo Energy Limited an Innoovo Group Limited Company, hereafter referred to as Innoovo believes that excellence in the management of Health and Safety is an essential element within its overall business plan – and that a good health and safety record goes hand in hand with high productivity and quality standards. To ensure that this is achieved consistently and efficiently, we operate a Health and Safety Management System.

People are the most important asset to this company, and therefore we are totally committed to ensuring their health, safety, and welfare at all times. Health and Safety forms a key part of our business model, centred on protection of our employees and those who could be affected by our acts or omissions.

Innoovo is committed to ensuring that it complies with all relevant health and safety legislation. Where it is reasonably practicable to do so, the company strives to go beyond the requirements of legislation with Health and Safety objectives rank alongside, Quality, Environmental, Sustainability and Financial performance as a business priority.

Our Commitment will be demonstrated by achieving the following;

- Compliance with all statute relevant to the business, using the H&S MS, which is operated in accordance with the key elements of ISO 45001:2018;
- Identification of Significant Hazards and Risks for all the business activities with control measures to minimise the potential for negative health and safety impacts;
- Active development of the health and safety systems, especially related to dynamic risk assessment and practical risk control for our employees;
- Development of clear objectives and targets with which to benchmark business H&S performance;
- Reducing our impact by managing the hazards associated with our operations, eliminating these where possible in accordance with the hierarchy of control;
- Ensuring hazardous substances are accurately and compliantly technically assessed to enable safe handling, transport and processing;
- Clearly authorise all employees to protect their own safety and that of others affected by their actions;
- Assign clear and proportionate responsibility, authority, instruction and training to minimise the effects of our activities;
- Ensure employees throughout the business have sufficient; direction, supervision, information, and resource to deliver the H&S objectives to benefit themselves, contractors and anyone else who may be affected by our operations or activities;
- Develop our employees and actively involve employees with regards to health and safety to encourage understanding and commitment to benefit all;
- Provide suitable and sufficient resources, encompassing people, equipment and finances to ensure implementation of the business Policies.
- Display, audit and review this policy against the ISO 45001:2018 standard and the business objectives;
- Monitor the health and wellbeing of employees to identify risks and prevent ill health;
- Provide and maintain plant, equipment and safe systems of work throughout our activities;
- Measurement of the effectiveness of our performance by regular; audit, review and reporting with actions undertaken to continually improve Health & Safety performance;
- Ensure all accidents, incidents, lead indicators and dangerous occurrences are recorded, investigated and remedial action undertaken, where necessary, targeting the prevention of recurrence.
- Review this policy annually as part of the Management Review system to ensure it is current, relevant and effective in driving the businesses needs in relation to Health & Safety.

MARK BRIDGENS  
MANAGING DIRECTOR

27/01/2026

MANAGING DIRECTOR