

HEALTH & SAFETY POLICY

UPDATED 31 OCTOBER 2025

Commitment

Kimal PLC recognises the importance of maintaining effective health and safety management processes which ensure both the health, safety, and welfare of employees, and contributes to ongoing business success.

Kimal PLC will ensure adequate resources are available to meet legislative requirements and ensure the success of this Policy.

Kimal PLC will so far as is reasonably practicable ensure:

- Continued commitment and compliance with associated health and safety legislation.
- The provision and maintenance of equipment and safe systems of work which are safe and without risks to health.
- Suitable arrangements are in place for ensuring the safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances.
- The provision of such information, instruction, training, and supervision as is necessary to ensure the health, safety, and welfare of employees at work, and visitors alike.
- Suitable and sufficient risk assessments are undertaken, records made as required, and significant risks reduced where possible.

Kimal PLC will actively consult with employees and nurture an open attitude to health and safety issues, encouraging the employees to identify and report hazards, and suggest innovative solutions to assist in maintaining a safe working environment.

Employee Involvement & Responsibilities

It is the responsibility of all employees whilst at work to:

- take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.
- observe safety measures designed to ensure the provision and maintenance of a safe and healthy working environment.
- report any identified hazards or safety concerns which cannot be personally controlled.

2025-26 Health & Safety Improvement Objectives

- Work towards achieving accreditation to ISO 45001 Standard for occupational Health & Safety.
- Support the Bromsgrove site Cleanroom/Changing Room/Material Lobby refurbishment projects.
- Enhance supervisory knowledge of mental health awareness.
- Develop flexible in-house warehouse management racking inspection and maintenance team.
- Continued use and development of the Kimal PLC on-line training and other training opportunities.

Matt Press (Chief Executive Officer) accepts ultimate responsibility for Health and Safety within the company as a whole. All management, supervision, and employees are expected to whole-heartedly support and implement this Policy.

To ensure continuing suitability of this Policy and Kimal PLC business aspirations, this Policy will be subject to an annual review.

Matthew Press
Chief Executive Officer
31 October 2025

