

Occupational Health & Safety Policy Statement

Scope: This policy outlines our commitment to the health and safety of our employees and other stakeholders whilst at work and on our sites.

The health and safety of our colleagues and customers is a responsibility shared by everyone at Eland Cables. We have a strong culture of Occupational Health & Safety (OH&S) and our systems and practices are designed in line with the risks and opportunities associated with our business, formed around the structured framework of ISO45001 OH&S and ISO39001 Road Traffic Safety management systems. Our performance is reported to the Board as part of our Integrated Management Review Report, and our policies and activities are subject to ongoing review and improvement.

We aim to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety risks, and raising awareness among employees, contractors, visitors, customers, and members of the public who may be affected by our business-related activities.

Our commitment to providing a healthy and safe working environment is supported by the following principles:

- Provide an environment where work-related health and safety risks are controlled to prevent injuries and occupational ill health.
- Provide guidance and provisions sufficient to protect any external stakeholders visiting our sites or handling our products.
- Comply with all legal and other applicable OH&S requirements, conform with relevant standards, and integrate best practice recommendations by implementing continuous improvement programmes.
- Implement an effective OH&S management programme integral to ongoing business activities, which will:
 - Eliminate hazards and identify, assess and control OH&S risks and opportunities from known causes of occupational injuries and ill health associated with workplace processes and working environments.
 - Ensure that all employees, at every level of the organisation, understand and are committed to implementing our OH&S policies and practices.
 - Provide a mechanism for the consultation and participation:
 - employees and/or their representatives related to OH&S activities;
 - external stakeholders and visitors related to our OH&S interactions.
 - Develop employee OH&S competency through effective training and leadership at all levels in the organisation.
 - Subject OH&S systems, procedures and performance to regular internal and external audits and validation.
 - Investigate the causes of work-related injuries and ill health – both pro-actively and reactively – and take actions to prevent recurrence.
 - Align the requirements of OH&S with all other business disciplines and ensure that they are subject to performance measurement and continuous improvement programmes.
 - Include occupational health and safety strategies in the annual business planning process to ensure the subject remains integral to operations.
 - Set annual measurable OH&S objectives for continuous improvement and compliance, and to reinforce the OH&S culture.
 - Communicate and share successful practices and lessons learned from incidents, to continually raise awareness and act preventively, through training and internal communications including screens and toolbox talks.
 - Encourage and support the all-round mental and physical health and wellbeing of our colleagues. Green space, staff trained in both mental and physical first aid, and clear signposting of routes to support systems are provided in addition to the provision to all staff of health and wellness benefit package.

It's important that every Eland Cables employee, at every level and across every function in the business, is also committed and responsible for the successful implementation of this policy and the related programmes to deliver this culture of occupational health & safety. Anyone who does not comply with the requirements of this and the associated policies designed to provide protections for health and safety may be subject to disciplinary procedures in accordance with the processes detailed in our Employee Handbook.

This policy will be reviewed and maintained by the Management Review Committee.

Signed for and on behalf of Eland Cables



Chief Executive
Date: 25/07/2026