

SDI Group plc

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Group Health & Safety (H&S) Policy

1. Purpose

To state the SDI Group's commitment to the health and safety of all personnel and stakeholders across all Company operations worldwide.

2. Responsibility

- The SDI Group Chief Executive Officer has overall accountability for corporate responsibility matters, H&S policy, strategic direction, and performance monitoring.
- Group Divisional Managing Directors have responsibility for H&S performance, reporting, and for implementing this policy and ensuring compliance.
- Given our involvement in industrial and laboratory equipment, where appropriate, the subsidiary companies are also responsible for:
 - Implementing the Control of Substances Hazardous to Health for all hazardous substances on site.
 - Conducting Health Surveillance where risk assessments indicate an ongoing risk to employee health.
 - Managing exposure to specific risks such as Noise at Work, Display Screen Equipment (DSE) and Manual Handling through training and appropriate control measures.
 - Ensuring contractors working on site are competent and provide suitable Risk Assessments and Method Statements before commencing work.
 - Ensuring a permit to work system is implemented for high-risk activities where appropriate.
 - Ensuring contractors are informed of all relevant site hazards and emergency procedures

- The Local Manager of each portfolio company has operational responsibility for H&S
- All employees are responsible for exhibiting H&S behaviours aligned with internal commitments, avoiding and reporting hazards, and identifying areas for improvement across Health & Safety.

3. Policy Statements

The Company is committed to:

- Complying with local laws and regulations in the country of operation, and with H&S group standards across SDI Group's activities, whichever is the higher requirement.
- Promoting a culture of zero harm for all employees, contractors, visitors, customers, stakeholders, and the local community impacted by our activities.
- Improving our H&S culture by implementing robust internal initiatives, including training for employees.
- Proactively eliminating and controlling health risks within the workplace to prevent employees from being made ill, or their health condition being made worse by their work.
- Ensuring relevant activities are risk assessed, with reasonably practicable controls put in place to manage hazards.
- Applying process safety risk management to prevent high-severity incidents such as fires, explosions, and toxic releases associated with the use of hazardous materials.
- Supplying products that, when used in compliance with product safety communications and common safety practices, will not present an unacceptable risk to human health and safety.
- Conducting our operations responsibly to minimize the impact on human health, to reduce hazards, and achieve year-on-year improvement in our H&S metrics.
- Conducting periodic reviews and ongoing assurance activities of the group's H&S management systems.

4. Policy Implementation & Scope

SDI's commitment to this Policy is considered fundamental to its business success, and this Policy must be implemented by all operations worldwide. The Company has systems of audit, training, H&S monitoring, and accountability in place to reinforce the implementation of this Policy.

This Policy applies to:

- All Directors, Officers, and employees.
- All operations, including all legal entities and business units, and to joint ventures over which the Company is able to exercise control over policies and procedures.
- Any other person or entity to the extent that they act on behalf of SDI Group in any way, including consultants, contractors, suppliers, agents, or intermediaries.

5. Non-Compliance

The Company considers non-compliance with this Policy as a serious matter warranting disciplinary action, up to and including dismissal, to the extent permissible by law.

Employees and others should report any actual or suspected exceptions or breaches of the Company's policies and ethical principles or serious inappropriate behaviour.

6. Policy Review

This Group Health and Safety Policy will be reviewed annually by the SDI Group plc Board, or in response to any significant changes in our business or relevant legislation, to ensure its continued relevance and effectiveness.

Signed:



Stephen Brown, Group Chief Executive Officer

Date: