Health and Safety
Policy Statement
February 2026

SYNTHOTECH

F1003-6 February 2026

Health and Safety Policy Statement

Statement of Intent

The Managing Director has overall responsibility for all matters including health, safety, and welfare. The Policy of the Managing Director, the board of Directors and Executive team of Synthotech Limited is to provide and maintain conditions of work to ensure, so far as is reasonably practicable the health, safety, and welfare of all its employees, sub-contractors, visitors and members of the public.

To carry out this Policy, the board of Directors and the Management team accept an obligation to promote safe working practices; to monitor, measure and actively seek a reduction in the incidence of accidents, dangerous occurrences and hazards to safety or health and to establish procedures to identify and comply with all relevant legislation, codes of practice and subsequent updates.

Synthotech will ensure that it makes such financial provision as necessary to implement its Health & Safety Policy and will endeavour to meet their obligations through the following:

- Ensuring that competent people are appointed to assist in meeting applicable statutory duties, including where appropriate, specialists from outside bodies
- Ensuring that suitable and sufficient risk assessments are carried out to identify potential hazards, associated risks and implementing effective control measures where reasonably practical
- To provide a safe working environment by the implementation of safe systems of work and to continually monitor and improve the OH&S management system and performance
- Providing, where hazards cannot be eliminated, such protective clothing, procedures, equipment or devices as may be necessary to afford adequate protection against these hazards
- Providing such information, instruction and training and supervision as is necessary to enable the safe performance of work activities through safe working practices
- Arranging for the implementation of regular inspections of plant, machinery, workplace and processes by competent persons
- Always considering actual and potential risks to persons, such as visitors, not in the Company's employment, but who may be affected by its operations, with the same care and attention as is given to the Company's own employees
- Providing adequate facilities and arrangements to enable employees and their representatives to raise issues of Health and Safety

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- Ensuring that Synthotech implements a process for maintaining and complying with legislation and other Health & Safety related requirements
- A commitment to the prevention of injury and ill health, to reduce the incidence of accidents, dangerous occurrences and hazards by ensuring that all processes and systems of work are designed to take account of health and safety and are properly supervised at all times.
- The continual improvement in OH&S management and OH&S performance.
- To provide safe access and egress to Synthotech at Milner Court, Hornbeam Square South, Hornbeam Park, Harrogate, HG2 8NB
- To provide safe use, handling, transportation, and storage of substances and articles
- To provide adequate welfare facilities for all employees

Implementation of this policy will be monitored to ensure that Occupational Health & Safety objectives are being met and that continual improvement is being achieved. The policy will be reviewed and, if necessary, revised in the light of legislative or organisational changes

Full details of the organisation and arrangements for health and safety are set out in the Company's full Health & Safety Policy document which is communicated and otherwise made available to all employees and other interested parties.

The successful implementation of this policy requires the full co-operation and total commitment of all levels of staff. Each individual has a legal obligation to take reasonable care for his or her own health and safety and for the safety of other people, who may be affected by his or her acts or omissions.

Mark Tindley
Managing Director
05 February 2026

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ISO 9001 Quality Management Systems CERTIFIED
ISO 14001 Environmental Management CERTIFIED
ISO/IEC 27001 Information Security Management CERTIFIED
ISO 45001 Occupational Health and Safety Management CERTIFIED

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SYNTHOTECH

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