

# Health, Safety & Welfare Policy

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## **Health, Safety & Welfare Commitment**

A-Gas Electronic Materials is firmly committed to ensuring the health, safety, and welfare of all employees, contractors, visitors, and any other persons who may be affected by our work activities. It is the policy of the company to protect all individuals from risks to health and safety, so far as is reasonably practicable, by implementing robust and proactive safety management strategies under our **Towards Zero Together** campaign, which focuses on **zero harm, zero leaks, and zero carbon**. This commitment will be realised through the development, implementation, and continuous improvement of safe working systems and procedures designed to identify, assess, and control all significant health and safety risks associated with our operations.

## **Policy Implementation and Management**

To support this policy, comprehensive safety rules and general procedures will be issued and regularly reviewed. Management, in consultation with the company's appointed competent health and safety professional(s), will conduct periodic reviews and updates to ensure these rules remain effective, relevant, and aligned with legislative requirements and industry best practices. The structure of the company's safety organisation, together with the roles and responsibilities of individuals for implementing this policy, will be clearly communicated to all employees. The company fosters a culture of safety openness and transparency, encouraging all employees to actively participate in health and safety matters and contribute to the identification of hazards and opportunities for improvement.

## **Employee Engagement and Responsibilities**

A-Gas Electronic Materials recognises that health and safety is a shared responsibility. It is the duty of every employee to:

- Familiarise themselves thoroughly with this policy and associated procedures.
- Take personal responsibility for their own health and safety and that of others who may be affected by their actions.
- Immediately report any unsafe conditions, practices, or incidents to their line manager or the health and safety representative.
- Cooperate fully with the company in adhering to all safety measures and training provided.
- Exercise their right to refuse work that they reasonably believe poses an imminent risk to their health or safety, without fear of reprisal.

## **Compliance and Training**

The company is committed to full compliance with all applicable occupational health and safety legislation, standards, and any other relevant requirements to which it subscribes. To achieve this, A-Gas Electronic Materials will:

- Provide appropriate health and safety information, instruction, supervision, and training to all employees, contractors, and temporary staff to ensure their competence and awareness.
- Maintain records of all health and safety training and ensure refresher training is provided as required.
- Conduct regular risk assessments, safety audits, and inspections to identify hazards and verify the effectiveness of controls.
- Investigate all incidents and near-misses promptly to identify root causes and implement corrective actions to prevent recurrence.

## **Continuous Improvement**

A-Gas Electronic Materials is dedicated to the continual improvement of its health and safety management system. The effectiveness of this policy and associated arrangements will be monitored regularly and reviewed at least annually or sooner in response to significant changes in legislation, operations, or after any serious incident.

## **Communication**

This health and safety policy is communicated to all employees and contractors and is readily accessible to the public via the company's website at [www.AgasEM.com](http://www.AgasEM.com). It forms a fundamental part of our commitment to transparency and accountability in health and safety matters.

## **Conclusion**

The Managing Director and senior management team bear overall responsibility for ensuring this policy is implemented effectively and that adequate resources are allocated to maintain high health and safety standards. Together, with the full cooperation of all employees, A-Gas Electronic Materials strives to provide a safe and healthy working environment for everyone.

Signed: 

Date: 08.09.2025

Managing Director