

## Health and Safety Policy

### Policy Statement

Pelican Engineering Co Ltd & All Subsidiaries will provide and maintain a safe and healthy workplace by ensuring work equipment is safe, maintained and effectively managed. Provision of appropriate risk assessments for all employees with access to suitable and sufficient Information, Instruction, Training and Supervision (IITS) as necessary to ensure the health and safety of our employees.

All employees of Pelican Engineering Group have a duty to ensure that they work in a safe manner and that their acts or omissions do not cause harm to themselves or others in the vicinity.

It is our aim to ensure this is achieved by all of our employees and anyone else who may be affected by our activities so far as is reasonably practicable by: -

- Provision of suitable and sufficient welfare, sanitary and working facilities as required with working conditions that are safe and without risk to health.
- Maintaining safe working practices and procedures in connection with the use, handling, storage and transport of articles and substances without risk to health.
- Developing, implementing and regularly reviewing Policies, Arrangements and Risk Assessments to achieve safeworking conditions which reduce risk to health and safety.
- Regularly inspecting premises, equipment and general working environment, reviewing IITS for all employees including Atlas awareness training.
- Regularly informing and consulting with employees in relation to health and safety performance, safety awareness and new developments.
- Ensuring the working environment is safe and without risk to health by, e.g. controlling the emissions of noise, air and water pollutants discharge of wastes.
- Providing health surveillance, screening and testing where required.

Adequate physical, human and financial resources will be provided to implement this policy.

The Managing Director and senior leadership team are accountable and will take ownership making every effort to keep themselves informed and up to date, including compliance with health and safety legislation to strive for organisational resilience and continual improvement.

This Policy and all the subordinate documents will be regularly reviewed and managed to ensure they remain current and relevant to our work.

Because this is a legally required document, and to demonstrate the authority provided to the health and safety policy (including the subordinate documents) this policy is signed by the Managing Director.

Authorised and signed by: R.C

Dated: 18/03/2026

**Richard Crump – Managing Director**