

## HEALTH AND SAFETY POLICY STATEMENT

### Health and Safety at Work etc. Act 1974

dormakaba have established and implemented a Health and Safety Management System to manage the risks associated with our premises and activities and we regularly monitor our performance, revising our Health and Safety Management System as necessary to ensure we achieve our objective of continual improvement.

Our Safety Management System is certificated to ISO 45001:2018 and our continued commitment to all aspects of occupational Health and Safety throughout the organisation is emphasised by this. We provide sufficient resources to meet the requirements of current UK and ROI Health and Safety legislation and aim to achieve the standards of Good Practice applicable to our activities. To aid this aim, we actively promote an open attitude to Health and Safety issues, encouraging staff to identify and report hazards, question unsafe practices, refuse to work unsafely and to report any failures in system or practices without fear of reprisal, so that we can all contribute to creating and maintaining a safe working environment.

We communicate and consult with our staff and other contractors on all issues affecting their health and safety and, in doing so, bring this policy to their attention. We also provide adequate training for our staff, and others, to enable them to work safely and effectively. We also ensure they are competent and confident in the work they carry out.

We carry out and regularly review risk assessments with our employees and other contractors to identify hazards and implement appropriate control measures.

We manage implementation of the preventive and corrective actions required to mitigate risk to an acceptable level. We maintain our premises and work equipment to a standard that ensures that risks are effectively managed.

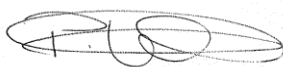
We have ensured that responsibilities for Health and Safety are allocated, understood, monitored and fulfilled at all levels within the organisation and employ fully qualified Health and Safety staff who, in conjunction with several external sources, ensure that we remain up to date with all applicable legislation.

It is the duty of all of us when at work:

- To take reasonable care of our own safety
- To take reasonable care of the safety of others who may be affected by our activities
- To co-operate so that we can all comply with our legal duties
- To ensure we do not interfere with or misuse anything provided in the interests of H&S.

This policy ensures our compliance with current UK and ROI H&S legislation.

Signed



**Paul Wright**  
Senior Vice President  
Markets – United Kingdom / Ireland

Next Review Date: February 2025