

Health, Safety and Welfare Policy

Citron Hygiene UK Limited is committed to satisfying all legal and other requirements and will conduct its activities with due regard to the safety and welfare of all employees, members of the public, sub-contractors, and others who might be affected by its operation.

Colleagues are expected to work safely and not put others at risk by their actions, or inactions, and to comply with all applicable Health & Safety rules and procedures. Everyone is responsible for their own health and safety and unsafe behaviours will not be tolerated.

In implementing this commitment, we will:

- Ensure all colleagues are competent through the provision of appropriate information, instruction, training, and supervision.
- Undertake risk assessments so that safe systems of work can be developed, implemented, and improved.
- Provide visible leadership and engage with team members to instil safe behaviours and create a strong safety culture.
- Empower team members to make the right decisions, first time and every time about their safety and challenge unsafe behaviours.
- Regularly monitor review, and report Health and safety performance.
- Ensure all incidents and near misses reported and fully investigated to prevent reoccurrences. Particular focus in 2024 on reducing needlestick injuries through awareness and knowledge transfer.
- Act on what we learn to continually improve our health and safety performance.
- Ensure suitable welfare provisions are in place.
- Provide team members with personal protective equipment where risks from our work activities cannot be eliminated.

Any colleague who identifies any Health and Safety deficiencies in our business, should ensure that they are remedied quickly. If this is not possible, then they should be brought to the attention of their manager who will then remedy them or notify the Company Health & Safety Manager.

This Policy, systems and procedures laid down are based on the requirements of the relevant Health and Safety Management System (Certificate Number 220317) as applicable to Citron Hygiene UK Limited.

This policy is to be displayed at all Citron Hygiene business premises and will be communicated to all colleagues.

A handwritten signature in black ink, appearing to read "Robert Guice".

Robert Guice, Chief Executive
Citron Hygiene UK Limited
31st January 2024