

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. We aim to reduce hazards and associated risks so far as reasonably practicable to prevent accidents, injuries, ill health, unsafe acts and unsafe conditions.

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. Citron Hygiene will encourage and support staff to take personal responsibility for their own health & safety and that of those around them.

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, & 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.
- Encouraging and supporting the reporting of all incidents, safety observations and near misses.
- Recognising and learning from all accidents, incidents, near misses & observations and acting decisively to eliminate future risk as far as reasonably practicable.
- Act on what we learn to continually improve our health and safety performance. Focus in 2025 on reducing incidents from our three main incident categories e.g. needlestick injuries, manual handling injuries, slips trips & falls.
- Ensure suitable welfare provisions are in place.
- Provide team members with safe plant and equipment and 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 No. 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 that reads "Philip Fantham".

Philip Fantham, Executive Vice President UK
Citron Hygiene UK Limited
31st January 2025

