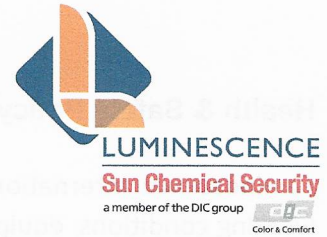


## Health & Safety Policy

Luminescence International Limited Health and Safety Policy is to provide and maintain working conditions, equipment and systems of work which protect the health and safety of our employees, visitors, customers, neighbours, and any other persons who may be affected by our activities. Safety will be given priority over operational and commercial issues.

The directors have overall responsibility for effective implementation of this policy, which includes:

- Providing a commitment to providing a safe and healthy working environment for the prevention of work related injury and ill health.
- Recognising occupational health and safety as an integral part of our business performance and providing commitment to eliminating hazards and occupational health and safety risks within the workplace.
- To set and review health and safety objectives on a regular basis and to provide adequate and appropriate resources to implement the objectives and this policy.
- Use of documented risk assessments as the basis to identify areas for improvement and the provision of adequate risk control and resources arising from our work activities.
- Achieving high levels of health and safety performance, complying with, or exceeding legal requirements, relevant industry standards and codes of practice. The promotion of high and continually improving standards of health and safety performance for management and employees at all levels.
- Placing the management of health and safety as a prime responsibility of line management, for all employees. All employees, regardless of their status and position have a duty to take reasonable care for the health and safety of themselves and others who may be affected by their acts or omissions.
- To allow and encourage full involvement and consultation with employees to gain commitment to this policy and its implementation – this includes the appointment of safety representatives and the formation of safety committees, and recognition of the statutory functions and rights of those appointed or elected in this capacity.



## Health & Safety Policy

- To provide all employees with information, instruction, training, and supervision so that they are competent to carry out their duties and responsibilities.
- Ensuring that this policy is understood, implemented, and maintained at all levels in the organization.
- To periodically review the policy and management system to ensure its continuing effectiveness.
- Ensure that in all activities Luminescence design, implement and maintain an effective health and safety management system to meet the requirements of this policy.

## Luminescence International Limited

Gary Silver :

Date : June 2023