



Health and Safety Policy

Policy owner/ issued by	Approved by	Date issued/ reviewed	Effective from	Next review	Next independent review
Group Health & Safety Director	Group Executive Team	April 2023	April 2023	June 2024	June 2024

Coats is committed to providing safe and healthy workplaces through prevention of work-related injury and ill health. With this in mind, we place great importance on compliance with our occupational health and safety policy, legal regulations and industry standards.

We expect our managers to promote physical and mental well-being, to provide for a healthy working environment. At the same time, all employees are likewise called on to take personal responsibility in this regard.

To fulfil this commitment, we will:

- provide a safe and healthy working environment.
- comply with this Health and Safety policy and management system in addition to country-specific legal and other requirements.
- embed health and safety best practice in all activities, managing risks through the hierarchy of controls.
- continually improve health and safety management and performance.
- set and review annual objectives designed to reduce the frequency and the severity of work-related injuries, occupational ill health and commuting injuries.
- provide appropriate information, training and resources to all employees and other interested parties to enable them to meet their health and safety responsibilities.
- demonstrate safety leadership and encourage all employees to be actively engaged in hazard identification and risk reduction initiatives.
- emphasise the importance of health and safety by including it as a Key Performance Indicator in all of our operations.
- treat violations of this Health and Safety policy and management system extremely seriously and take appropriate disciplinary action in response.
- only work with suppliers and contractors who insist on equally high standards of health and safety practices.
- ensure that risks in new operations are assessed and that appropriate mitigating actions are taken and that training is provided.
- undertake assessment of risks, control measures and culture in acquisitions during due diligence and make appropriate post-acquisition plans as a result.

It is the primary responsibility of all business leaders and managers to ensure that health and safety is a core value in everything we do.

It is the duty of all employees to take care of their own safety and the safety of others, to co-operate and follow safety training and instructions and report hazards and unsafe conditions.

The effectiveness of this Health and Safety policy and management system will be reviewed on a regular basis.

Group Executive Team