

Health and Safety Policy Statement

The number one priority of Espria is to ensure that they continue to provide a safe and healthy working environment for their employees, customers, and partners.

It is the policy of Espria to foster a positive health and safety culture throughout the Company as we believe that high standards of health and safety are a moral and commercial pre-requisite.

The Company is committed to:

- monthly reporting at Board level of any Health & Safety issues.
- preventing the spread of COVID and protecting our staff, clients, and visitors by ensuring that all appropriate safety measures and precautions are put in place.
- promoting the involvement of all employees by means of the Executive Health & Safety Committee.
- the prevention of work-related injury and ill health.
- the elimination of hazards and risks arising from our work activities.
- maintaining safe and healthy working conditions, and adequate welfare facilities.
- using and maintaining the proper safety equipment required for each task, including all Personal Protection Equipment where needed.
- ensuring the safety of our clients/customers at all times.
- review and revise our Health & Safety Policy Manual annually.
- the consultation and participation of workers in OH&S management.
- compliance with relevant legal requirements.
- the continual improvement of our OH&S Management System.
- ensure all Health & Safety documentation is up to date and complies with current legislation.
- regularly review and update as appropriate all Espria Risk Assessments.
- ensure all staff receive the appropriate and relevant Health and Safety training to enable them to safely complete their tasks.

Implementation, Maintenance and Review

The Chief Operating Officer accepts overall responsibility for all Health and Safety within the Company, but delegates day-to-day responsibility and policy implementation to the Head of Compliance.

We set and regularly review quality objectives and targets to achieve these aims.

This policy is regularly reviewed for continuing suitability.

Clinton Groome
COO

March 2023