

## 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, contractors, 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:

- Recognizing occupational health and safety as an integral part of our business performance, we strive to operate with zero harm.
- Empowering all those working for or on behalf of Luminescence to protect themselves and their coworkers from harm by adopting the SunCare® Life Saving commitments, including Stop Work Authority. Encouraging full involvement and consultation with employees, including safety representatives and committees.
- Recognising occupational health and safety as an integral part of our business performance and providing effective control and mitigation of the risks that can arise from our processes and work activities.
- 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 and contractors, 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.

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- All employees, contractors, and leaders are responsible for actively upholding process safety standards and are committed to fostering a culture of continuous improvement, compliance, and risk reduction across all operations.
- 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.
- 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 so that we are continuously improving in all aspects.
- 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 : 26<sup>th</sup> January 2026