

Health and Safety & Environmental Combined Policy Statement

The Directors of FläktGroup UK Limited consider successful, health, safety, and environmental management to be of equal importance to any other business goal, with legal requirements under the Health and Safety at Work Act 1974 and subsequent legislation being the minimum level of achievement. In 2024 and 2025, there have been no workplace or environmental incidents to report, through lack of process or procedures, the business will expect this to continue.

To achieve this the Directors will:

- Conduct our activities to minimise, so far as is reasonably practicable, the risk to the health and safety, of our employees, visitors, customers, members of the public and contractors, and our impact on the environment, in compliance with legislation and good practice.
- In line with the Equality Act 2010 we are committed to maintaining a work environment that is free from all forms of harassment, including sexual harassment, whether it comes from internal colleagues or external third parties such as clients, vendors, or business partners.
- Provide suitable and sufficient financial and other resources for the proper implementation of this policy, ensuring competence of all employees and by the provision of any necessary expert advice.
- Establish levels of welfare for our employees, visitors, customers, and contractors, also in compliance with legislation and good practice, as well as maintain safe and healthy working conditions, provide, and maintain plant, equipment and machinery, and ensure safe storage/use of substances.
- Engage and consult with employees on day-to-day health and safety conditions and environmental considerations. This will also include periodic inspection of engineers whilst on our customers facilities to ensure the highest level of safety is being maintained.
- Ensure, so far as is reasonably practicable, all products are handled and stored in such a way as to minimise the risks to health and safety of employees, contractors, and customers, and to reduce their impact on the environment.
- Commit to continual improvement in all aspects of health, safety and environmental management including planning, review and development of the health, safety, and environmental policy.
- Taking action to eliminate or reduce, as far as practicable, any potentially adverse environmental impacts with regard to energy, waste, emissions to atmosphere and water. Staff training will be given to complete this understanding.
- FläktGroup will implement a training program for its staff to raise awareness of environmental issues and enlist their support in improving the Company's performance.
- FläktGroup will encourage its suppliers to work to similar principles, as written in this Policy.
- FläktGroup will provide clear instructions, information, and adequate training, to ensure employees are competent to do their work.
- Motivate and expect our managers and employees to work in a manner which promotes high standards of health, safety, and environmental performance, including the right to challenge non-compliant practices and to be empowered to stop work on the grounds of health and safety and environmental protection.
- Empower the EHS Manager to take appropriate actions to correct any acts, omissions, or strategies which in his/her professional opinion contravenes or detrimentally affects the discharge of proper EHS responsibilities or could give rise to personal injury or ill-health. Such empowerment to include the full range of disciplinary procedures, with referral to the authorities, where criminal acts may have occurred.
- Monitor the health, safety and environmental performance and report openly on progress.

The Managing Director has overall responsibility for the implementation of this policy and ensuring it is carried out in full.

Andrew Paddock



FGUK Managing Director

20th January 2026

This Policy will be reviewed every year.