

Circulation List

This Health and Safety Policy is a controlled document and is maintained on the server as read only. The Human Resource Management Representative must ensure that all amendments are circulated and obsolete copies removed and filed. Hard copies used for training and internal auditing are controlled and distributed as follows.

Copy No.	Holder
1	Human Resource Management Representative

Amendment History

This policy is reviewed periodically, at least annually, and is retained for a period of three (3) years. Amendments and revisions are distributed to the named holders. The history of amendments and the issue of revisions are recorded below.

Date	Amend. No.	Page No.	New Issue No.	Reason for Change	Authorised By
01/06/2019	-	All	1	Initial release	Dmitry Samarin
01/06/2020	1	All	2	Annual review	Dmitry Samarin
01/06/2021	2	All	3	Annual review	Tony O'Sullivan
01/06/2022	3	All	4	Annual review	Tony O'Sullivan
20/02/2024	4	All	5	Annual review	Tony O'Sullivan
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Copies of this document other than those listed above will not be revised; such copies will be marked as **UNCONTROLLED**.

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1. Health and Safety Policy

RETN Capital considers the Health, Safety and Welfare of its employees to be of prime importance to the Company, essential to the operation of its undertakings, and a management responsibility of equal importance to other aspects of the business. As a result, the Company is committed to achieving the highest standards of health and safety for all employees and others who may be affected by our activities, e.g. customers, contractors, clients and the general visiting public alike.

This is achieved by:

- Ensuring that all hazards and risks are identified and properly controlled so that employees and others can be protected from danger and ensuring that injury and ill health are prevented;
- providing adequate financial and physical resources to support the full implementation of the policy;
- ensuring that all persons are competent to carry out the duties asked of them, providing information, instruction, supervision and training as necessary;
- consulting all employees, safety representative and subcontractors in the development of our policy and encouraging them to participate in and contribute to improvements in the working environment;
- as a minimum standard, monitoring, reviewing and complying with Health and Safety legislation, regulations and other requirements that are relevant to our operations;
- providing and maintaining safe equipment and a safe working environment;
- taking prompt and effective action to address any problems identified through monitoring the implementation of safe working practices and procedures;
- communicating openly with all persons working on behalf of the Company in relation to health and safety matters; and
- reviewing and revising the policy and procedures at regular intervals and at least annually.

RETN Capital is committed to a proactive approach to incident prevention in order to achieve continual improvement in Health, Safety and Welfare performance. In light of this the Company operates a health and safety management system in conjunction with other business systems and in accordance with the requirements of ISO 45001.

Management are responsible for ensuring that all employees understand the effect that good health and safety performance can have on improving the Company's business performance and their role in achieving the Company's aims through the implementation of this policy.

All employees are required to understand that they have a duty of care not just for their own safety but also for the health and safety of others.

This policy will be displayed prominently throughout the Company and will be available externally to all interested parties on request. It will be kept up to date and will be amended to suit any changes in the size or nature of the Company's activities.



Tony O'Sullivan
Chief Executive Officer
RETN Capital Ltd

05 September 2024