

Health, Safety and Wellbeing Policy Statement

VJ Technology Ltd is a multi-site distributor of fixings, fasteners, hand and power tools, selling to main contractors and specialist sub-contractors in the construction and civil engineering sectors. The company also undertakes fastener coating at its Newcastle-under-Lyme site (Mainline Products (UK) Ltd).

The Board of Directors recognises that the health, safety, mental wellbeing, and welfare of employees, visitors, contractors, external stakeholders, and the wider community affected by VJT operations is essential to the success of the business. The Company is committed to:

- Provide safe and healthy working conditions for the prevention of work-related injury, ill health and stress.
- Consult and involve employees in health, safety, and wellbeing processes. VJ Technology is also committed to protecting the environment and preventing pollution through its operations and services.
- Identify, assess, and eliminate workplace hazards to reduce risks.
- Promote mental health awareness and provide support resources, stress management initiatives, and open communication channels.

This is achieved through the implementation, monitoring, and auditing of robust health, safety, and wellbeing practices, ensuring the continual improvement of the occupational health and safety management system. As a minimum standard, VJ Technology will comply with all applicable legal, industry, and other adopted requirements.

The company is committed to maintaining best practice and fostering continual improvement and innovation in all health, safety, and wellbeing activities. This is supported by reviewing Key Performance Indicators, setting objectives and targets, and effectively implementing the Health, Safety, and Wellbeing management system, which is certified to BS ISO 45001:2018. The policy complies with all relevant legislation and industry standards.

VJ Technology's Chief Executive holds ultimate responsibility for the implementation of this policy and has signed it to demonstrate the Board's full commitment. A copy of this policy is displayed at all company locations.

General Policy:

- VJ Technology, so far as it is reasonably practicable, should provide adequate resources for the effective implementation of the H&S management systems and compliance with legislation.
- Plant, work equipment and systems of work, which are safe and without risk to health.
- Arrangements for the safe use, handling, storage and transport of articles and substances for use at work which also minimise their environmental impact.
- Employees with such information, instruction, training and supervision as is necessary to enable the employee to ensure his or her health and safety at work and the safety of others that may be affected by their acts or omissions.
- A working environment that is safe and without risks to health, with adequate means of access/egress and adequate welfare arrangements.
- Arrangements for effective employee consultation regarding health, safety and mental wellbeing initiatives.
- Actively engage employees through meetings, reporting systems, and working groups.
- Monitoring procedures to maintain agreed standards and ensure that steps are taken to reduce the likelihood of days lost from work-related injury, ill health and mental health ill health.
- Monitor safety and wellbeing standards, investigating incidents to prevent recurrence.
- Access to competent advice on Health, Safety and wellbeing Matters to assist in applying the provisions of health and safety law.

Andrew Mobbs



Chief Executive Officer