

HEALTH AND SAFETY POLICY STATEMENT



Merit Industrialised Construction ("Merit") and subsidiaries, is a specialist modular manufacturing company providing a complete solution to clients from concept design through to build, handover and validation of a facility. Merit operates in the following sectors: Healthcare; Life Sciences and research; Pharmaceutical and biotechnology; Semiconductor and nanotechnology; Data centres and advanced manufacturing.

Statement of Intent

Merit's commitment is to ensure that it's permanent and temporary employees, visitors and contractors are free from risk to their health and safety whilst at work. Merit is committed to continuously improving health and safety in the workplace to eliminate risk, injury and ill health. Merit is committed to working with all stakeholders to achieve company objectives:

- ✔ Risks to work health and safety are controlled
- ✔ Safe systems of work are provided and maintained
- ✔ Permanent and temporary employees are provided with information, training and instruction
- ✔ Health and Safety Policies and procedures comply with legislation requirements
- ✔ Industry best practice standards with regards to work health and safety are observed and
- ✔ Safety performance is continually reviewed and improved
- ✔ Provide safe and healthy working conditions for all those working on or visiting its sites whilst preventing work related injury or ill health, including mental health as well as providing suitable arrangement for those working remotely.
- ✔ Provide adequate and appropriate Personal Protective Equipment (PPE);
- ✔ Maintaining safe and healthy working conditions by providing and maintaining safe equipment and plant, ensure safe handling and use of substances

Responsibilities

Merit recognises that the Board of Directors has the overall responsibility to provide a safe workplace and in accordance with work health and safety law will be held accountable for implementing this policy in their areas of responsibility. These responsibilities include;

- ✔ Providing the resources to meet health and safety obligations
- ✔ Maintaining effective communication and consultation with key stakeholders
- ✔ Ensuring processes are in place to allow for the resolution of work health and safety issues
- ✔ Minimising impact of any work related incidents and
- ✔ Taking a pro-active approach to providing effective rehabilitation for 'workers' injured at work

Permanent and temporary employees are responsible for;

- ✔ Following all work health and safety policies and procedures
- ✔ Ensuring their own and others safety is not affected by their actions
- ✔ Reporting hazards, near misses and accidents
- ✔ Co-operate with supervisors and managers on health and safety matters;

Consultation

Consultation and communication of work health and safety matters, applying risk management principles and the identification and elimination of the causes of injury, are key elements of performance expectations from all employees. Work health and safety performance will be an integral part of management performance reporting and will be subject to auditing processes to enable continual improvement.

For and on behalf of Merit

Tony Wells
Managing Director

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Rev	Modifications	Reviewed by	Authorised by	Date
00	First issue	Helen Thompson	Tony Wells	12/01/2026