



HEALTH AND SAFETY POLICY STATEMENT

VERSION 2.0

Health and Safety Policy Statement

Outco Limited and its subsidiaries including Flora-tec Limited, Perimeter Solutions Limited, Perimeter Automation Limited and Almec Fencing Limited (Outco Group) fully acknowledges its responsibilities and legal duty to ensure that all reasonably practicable steps are taken to protect the health, safety and welfare of its employees, contractors, customers, the general public and others who may be affected by its activities and omissions in all operations associated with its provision of services and ensure access to competent health and safety advice as required by law. Outco Group is committed to promoting positive wellbeing of its employees and contractors.

Managing health and safety is seen as a critical business function which is why our Health and Safety management system has been established, documented, implemented, and maintained in accordance with the Health and Safety at Work etc Act 1974, international standard ISO 45001:2018 and all other health and safety legislative and other non-legislative requirements.

In demonstrating our commitment to the pursuit of best practice, we aim to fulfil the following safety objectives in service delivery at all times:

- > Conduct and regularly review risk assessments to identify proportionate and practical solutions for reducing risks.
 - > Fully comply with all relevant legal requirements, codes of practice, and regulations at international, national, and local levels.
 - > Encourage and require prompt reporting of hazards, near misses and incidents, fostering a just culture with no detriment for raising concerns and promoting continuous safety improvement.
 - > Maintain premises and ensure the provision and maintenance of safe plant and equipment.
 - > Allocate adequate resources to manage health and safety risks arising from work activities.
 - > Set and review measurable health and safety objectives annually, including leading indicators such as audit completion rates and training compliance.
 - > Define and communicate clear organisational responsibilities for health, safety and wellbeing.
 - > Develop, implement, monitor and continuously improve our health and safety management system.
 - > Periodically audit, evaluate, and review this policy, its objectives, and each element of the Health and Safety Management System, at least annually, to reflect changes in business activities or legislation and to ensure we achieve continuous improvement towards our safety objectives.
 - > Communicate and consult with employees and contractors on health and safety matters.
 - > Provide support for mental health and wellbeing, including access to trained mental health first aiders and employee assistance resources.
 - > Eliminate risks to health and safety, wherever possible, through the selection and design of materials, buildings, facilities, equipment, and processes.
 - > Ensure emergency procedures are in place at all locations to address health and safety issues.
 - > Engage only those contractors who demonstrate due regard for health and safety.
 - > Provide adequate training and ensure all employees and contractors are competent to perform their tasks safely.
 - > Offer information, instruction, and supervision to employees and contractors to promote safe working practices.
- This policy will be brought to the attention of all employees and contractors to ensure awareness and compliance.

Signed:



Name: Jason Petsch

Position: CEO

Date: 08/01/2026