



## HEALTH AND SAFETY POLICY STATEMENT

Alfred H Knight Group provides highly specialised industrial analytical chemistry testing, sampling and inspection services to the energy, waste, metals and mineral industries. At Alfred H Knight Group, a trusted family-owned business with a 145-year legacy, our commitment to ensuring the health, safety, and well-being of all employees, contractors, visitors, and anyone affected by our operations. Our commitment extends to compliance with all relevant health and safety legislation and the continual improvement of our safety practices. We believe that no job is so urgent that it cannot be done safely.

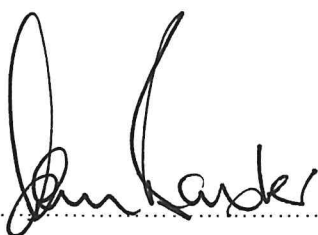
To achieve this, we commit to the following

- To create a proactive safety management system to minimise risk to the organisation and its employees.
- To comply with all applicable health and safety legislation, regulations, and codes of practice to ensure a safe working environment.
- To implement systems and controls to minimise risks and hazards in the workplace, aiming to prevent work-related injuries, illnesses, and incidents.
- To maintaining a safe, healthy, and secure work environment. This includes ensuring that all equipment, tools, and machinery are maintained in good working order and meet safety standards.
- To provide relevant health and safety training, ensuring our employees are competent to carry out their work safely.
- To encourage active employee participation in all health and safety matters such as safety programs, hazard reporting, and safety improvements.
- To conduct risk assessments, to identify hazards and implement control measures to mitigate risks.
- To safeguard the health and safety of the public, employees and contractors and anyone else affected by the activities of Alfred H Knight.
- To promote the mental health and well-being of employees through various programs and initiatives.
- To continuously review and improve our health and safety policies and procedures. Feedback from employees and other stakeholders is an important part of this process to ensure our health and safety program evolves with the changing nature of our work environment and strive to continuously improve all health and safety performance.

Through the implementation, monitoring, and review of this policy, we aim to ensure the health, safety, and welfare of our employees and subcontractors at work, as well as safeguard the health and safety of others who may be affected by our activities.

All managers, supervisors, and employees share the responsibility to take all reasonably practicable steps to maintain safe working conditions within their areas of responsibility. We will also provide competent specialist advice where necessary to support these efforts.

The Chief Executive Officer is committed to taking all reasonably practicable steps to meet the objectives of this policy and will ensure that adequate resources are allocated to achieve these goals.

Signed: 

Date: .. September 2025 .....

Ian Baxter  
Chief Executive Officer