

## HEALTH AND SAFETY POLICY

The Management Board of Würth UK Ltd takes overall responsibility for health and safety and is committed to providing a safe and healthy working environment for all employees and others who may be affected by our activities.

Würth UK Ltd recognises that effective health and safety management is a fundamental responsibility of management and is integral to the success of the business, alongside quality, environmental performance, and commercial objectives.

Würth UK Ltd is committed to:

- Preventing work-related injury and ill health through the elimination of hazards, reduction of occupational health and safety risks, and the application of the hierarchy of controls
- Providing and maintaining safe premises, plant, equipment, and systems of work
- Complying with all applicable health and safety legislation, regulations, and relevant codes of practice, including those applicable in the UK and Jersey
- Ensuring that employees and contractors are provided with appropriate information, instruction, training, and supervision to enable them to work safely
- Consulting with and encouraging the participation of employees and their representatives on matters affecting health, safety, and welfare
- Investigating incidents and near misses to identify root causes and implement corrective and preventative actions
- Continually improving occupational health and safety performance and the effectiveness of the Occupational Health and Safety Management System through monitoring, measurement, and review

Würth UK Ltd will provide the resources necessary to support the effective operation of its Occupational Health and Safety Management System, which is aligned to the requirements of **ISO 45001:2018**.

All employees are expected to take reasonable care of their own health and safety and that of others who may be affected by their actions, and to comply with company procedures and instructions.

This policy is reviewed to ensure it continues to support safe working practices across the business.



Felix Piazza  
Managing Director  
Würth UK Ltd  
January 2026