

TITLE: Tunstall Healthcare (UK) Occupational Health & Safety (OHS) Policy		
FORM: UK-POL-2 REV: 2	SUPERSEDES: UK-POL-2 Rev 1	

## 1 About this Policy

This Occupational Health & Safety (OHS) Policy outlines Tunstall Healthcare (UK) Ltd commitment to providing a safe and healthy workplace for all employees, contractors, visitors, and others affected by its activities. This policy applies to manufacturing facilities, office environments, and field-based services across the UK.

The policy establishes a framework to identify hazards, assess risks, prevent work-related injury and ill health, ensure legal compliance, and support continuous improvement in occupational health and safety performance.

This policy is applicable to all Tunstall personnel based within the United Kingdom and encompasses the following organisational scope:

- The Tunstall UK Commercial division reporting into the Managing Director for UK and Ireland.
- The Tunstall Operational team reporting into the Operations and Supply Chain Director.
- The Tunstall Technology Group reporting into the Group Chief Technology Officer.
- The Tunstall Group Finance team reporting into the Group Chief Financial Officer
- The Tunstall Group Executive team reporting into the Group Chief Executive Officer.

## 2 People

This policy applies to all employees, contractors, temporary employees, and service partners.

- **Top Management:** Lead by example, provide resources and ensure accountability for the Health & Safety Management System (HSMS).
- **Managers and Supervisors:** Implement safe working practices, ensure compliance, and monitor performance.
- **Employees:** Follow safety procedures, report hazards, and participate in maintaining safe workplace.
- **Contractors, Suppliers and Visitors:** Comply with organizational OHS requirements while on site or providing services.

## 3 Intent

Tunstall Healthcare UK Ltd is committed to:

- Preventing workplace injury, ill health, and incidents.
- Complying with all applicable UK health and safety legislation and regulations.
- Identifying hazards, assessing risks, and implementing appropriate control measures.
- Providing training, supervision, and resources for safe operations.
- Promoting a positive culture of health and safety awareness.
- Establishing measurable OHS objectives and monitoring performance for continual improvement.

#### 4 Implementation

The OHS Management System implements this policy by:

- Conducting risk assessments, maintaining hazard registers, and controlling identified risks.
- Implementing safe working procedures across manufacturing, offices and field services.
- Providing personal protective equipment (PPE) and ensuring its correct use.
- Monitoring, reporting and investigating incidents, accidents and near misses.
- Conducting regular inspections, audits and management reviews
- Providing induction and ongoing health & safety training for all employees and contractors.

This policy will be communicated to all persons working for or on behalf of Tunstall Healthcare UK Ltd and will be made available to interested parties upon request.

#### 5 Policies and Procedures

To support this OHS Policy, Tunstall Healthcare UK Ltd maintains high level policies and procedures to manage health and safety risks across all operations. These include, but are not limited to:

- **Risk Assessment and Hazard Control:** Identify, assess and mitigate risks across all operations.
- **Safe Working Procedures and PPE:** Ensure safe work practices are documented, communicated and followed.
- **Incident Reporting and Investigation:** Report, record and investigate accidents, incidents and near misses.
- **Health and Safety Awareness and Training:** Provide induction and ongoing training for employees, contractors.
- **Emergency Preparedness and Response:** Maintain plans and procedures to respond effectively to emergencies.
- **Monitoring and Continual Improvement:** Conduct regular inspections, audits and management reviews to improve health and safety performance.

## 6 Review and Approval

This OHS Policy shall be reviewed at least annually, or following significant organisational, operations, legislation changes to ensure suitability and compliance with ISO 45001.

Approved by			
Position	Print Name	Signature	Date
Managing Director UK & Ireland	Mark Hindle	 <small>Mark Hindle (Jan 28, 2026 10:42:40 GMT)</small>	28/01/26
Chief Technology Officer	David Jack	 <small>dmjack (Jan 29, 2026 12:00:50 GMT)</small>	29/01/26
Group Director - Regulatory Affairs	Lance Kenworthy	 <small>Lance Kenworthy (Jan 26, 2026 10:10:29 GMT)</small>	26/01/26
Operations & Supply Chain Director	Mark Dorrian	 <small>Mark Dorrian (Jan 27, 2026 07:47:39 GMT)</small>	27/01/26

# UK-POL-2 Occupational Health and Safety Policy Rev 2

Final Audit Report

2026-01-29

Created:	2026-01-26
By:	Lynda McConaghy (lynda.mcconaghy@tunstall.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAvt4NPLY7tZVmlBcj4n7I4Jg9q81JobkT

## "UK-POL-2 Occupational Health and Safety Policy Rev 2" History

-  Document created by Lynda McConaghy (lynda.mcconaghy@tunstall.com)  
2026-01-26 - 9:42:20 AM GMT
-  Document emailed to Mark Hindle (Mark.Hindle@tunstall.com) for signature  
2026-01-26 - 9:42:24 AM GMT
-  Document emailed to david.jack@tunstall.com for signature  
2026-01-26 - 9:42:24 AM GMT
-  Document emailed to Lance Kenworthy (lance.kenworthy@tunstall.com) for signature  
2026-01-26 - 9:42:24 AM GMT
-  Document emailed to Mark Dorrian (mark.dorrian@tunstall.com) for signature  
2026-01-26 - 9:42:24 AM GMT
-  Email viewed by Mark Dorrian (mark.dorrian@tunstall.com)  
2026-01-26 - 9:42:30 AM GMT
-  Email viewed by Lance Kenworthy (lance.kenworthy@tunstall.com)  
2026-01-26 - 9:42:31 AM GMT
-  Email viewed by david.jack@tunstall.com  
2026-01-26 - 9:42:32 AM GMT
-  Email viewed by Mark Hindle (Mark.Hindle@tunstall.com)  
2026-01-26 - 9:42:33 AM GMT
-  Document e-signed by Lance Kenworthy (lance.kenworthy@tunstall.com)  
Signature Date: 2026-01-26 - 10:10:29 AM GMT - Time Source: server

 Document e-signed by Mark Dorrian (mark.dorrian@tunstall.com)

Signature Date: 2026-01-27 - 7:47:39 AM GMT - Time Source: server

 Email viewed by Mark Hindle (Mark.Hindle@tunstall.com)

2026-01-27 - 9:51:35 AM GMT

 Email viewed by david.jack@tunstall.com

2026-01-27 - 9:51:38 AM GMT

 Email viewed by Mark Hindle (Mark.Hindle@tunstall.com)

2026-01-28 - 10:42:17 AM GMT

 Document e-signed by Mark Hindle (Mark.Hindle@tunstall.com)

Signature Date: 2026-01-28 - 10:42:40 AM GMT - Time Source: server

 Email viewed by david.jack@tunstall.com

2026-01-29 - 12:00:18 PM GMT

 Signer david.jack@tunstall.com entered name at signing as dmjack

2026-01-29 - 12:00:48 PM GMT

 Document e-signed by dmjack (david.jack@tunstall.com)

Signature Date: 2026-01-29 - 12:00:50 PM GMT - Time Source: server

 Agreement completed.

2026-01-29 - 12:00:50 PM GMT