

OCCUPATIONAL HEALTH AND SAFETY POLICY

The following is a statement of the Indigo Fitness health and safety policy in accordance with Section 2 of the Health and Safety at Work Act 1974.

It is the policy of Indigo Fitness Ltd to ensure so far as is reasonably practicable, the health, safety and welfare of all employees working for the Organisation and other persons who may be affected by our undertakings.

Indigo Fitness Ltd acknowledges that the key to successful health and safety management requires an effective policy, organisation and arrangements, which reflect the commitment of senior management. To maintain that commitment, we will continually measure, monitor, improve and revise where necessary, an annual plan to ensure that health and safety standards are adequately maintained.

The Directors will implement the companies health and safety policy and recommend any changes to meet new circumstances. Indigo Fitness recognises that successful health and safety management contributes to successful business performance and will allocate adequate finances and resources to meet these needs. The management of Indigo Fitness looks upon the promotion of health and safety measures as a mutual objective for themselves and employees. It is therefore, the policy of management to do all that is reasonably practicable to prevent personal injury and damage to property. The Company aims to protect everyone, including visitors and members of the public, insofar as they come into contact with our activities, from foreseeable hazards or danger.

Indigo Fitness recognises that its site activities give rise to a range of hazards, in particular working at height, hot works and manual handling. It also recognises that its employees may be exposed to hazards when providing on-site support to customers. The organisation believes that despite the presence of these hazards, all accidents and incidents of work-related ill health are preventable. It recognises the legal responsibility to ensure the health, safety and welfare of persons affected by its activities.

As such, the organisation is committed to:

- Preventing injury or ill health to anyone who may be affected by its work activities;
- Complying with all relevant legal, customer and other third party requirements;
- Continually improving its risk management and occupational health and safety performance.

The organisation will achieve these commitments by:

- Implementing and maintaining a Health and Safety Management System that is independently certified as compliant with ISO 45001:2018
- Systematically identifying hazards present, and applying a risk assessment procedure that will so far as is reasonably practicable identify and implement appropriate control measures, safe systems and places of work, safe plant and machinery, safe handling of materials and substances and the provision of adequate safety equipment.
- Maintaining a set of objectives and a supporting programme of work that is focused on achieving the organisation's commitments and eliminating or reducing the major hazards present;

- Clearly defining individual management and employee responsibilities for implementing the Health and Safety Management System and achieving the organisation's objectives;
- Providing appropriate information, instruction, training and supervision so that all employees:
 - Are aware of their responsibilities and legal duties; and
 - Can support the implementation of the Health and Safety Management System and the development of a proactive health and safety culture.
- Maintaining effective systems of communication and consultation on health and safety issues with all employees and other persons affected by the organisation's activities. All employees have duties under the Health and Safety at Work etc. Act 1974 and are informed of their personal responsibilities to take due care of the health and safety of themselves and to ensure that they do not endanger other persons by their acts or omissions. Employees are also informed that they must co-operate with the Organisation in order that it can comply with the legal requirements placed upon it and in the implementation of this policy. Indigofitness Limited will ensure continued consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals.

The appropriateness and effectiveness of this policy, and the means identified within it for delivering the organisation's commitments, will be regularly reviewed by Top Management.

The implementation of this policy is fundamental to the success of the organisation's business and must be supported by all employees as an integral part of their daily work. We regard all health and safety legislation as the minimum standard and expect management to achieve their targets without compromising health and safety.

This policy is publicly available to interested external parties upon request.

Signed on behalf of Board of Directors:
11.04.25

Position: Managing Director Date:

