Health & Safety Policy

This Health and Safety Policy Statement, in accordance with the Health and Safety at Work etc Act 1974, and all its subsequent amendments, outlines the policy of INNOVATUM LIMITED in relation to the management of health and safety at work.

The management of health and safety will be integral to and equal with any other business function. This value is shared throughout the Company. This enables the Company to meet its objective of managing and conducting its work activities in such a way as to ensure, so far as is reasonably practicable, the safety, health and welfare at work of its employees and others who may be affected by its business activities. These include: The design, manufacture and operation of subsea survey equipment, and operation of subsea remotely operated vehicles.

This will be achieved by the following, as detailed in the Health & Safety Manual:

- By determining and implementing appropriate preventive and protective measures.
- The provision and maintenance of safe plant and equipment, articles and substances.
- The provision of safe systems of work.
- The provision of appropriate information, instruction, training and supervision.
- The provision and maintenance of a safe place of work, including safe access and egress and welfare facilities.
- The provision and maintenance of emergency plans and procedures.
- Monitoring and measuring all aspects of health and safety.
- Obtaining, where necessary, the services of a competent person to provide advice on health and safety.

All employees will be made aware of this statement of Health and Safety Policy and have access to this when requested.
The Company is committed to upholding and continuously improving the standards outlined in this statement, and to meeting legislative requirements and associated codes of practice. Sufficient authority and resources, both financial and otherwise, will be made available to enable employees to carry out their responsibilities in a reasonable and efficient manner.
The Health and Safety Policy will be reviewed in the light of experience and on a regular basis. That is, at least every year, or more frequently should there be a significant incident or any major changes to legislation, operations or personnel.

The Directors have overall responsibility for health, safety and welfare. Day to day management of health, safety and welfare is the responsibility of management and supervisory personnel.

Employees share a responsibility to co-operate with management, and in accordance with the Health Safety, at Work etc. Act 1974, to ensure their own safety and the safety of those affected by their activities. This includes not intentionally or recklessly interfering with or misusing anything provided for their health or safety.

Date of Issue: September 2026	C.J. Rayner **Signed:**
Date of Next Review: September 2027	**Print Name: Chris Rayner – General Manager**