

## Health & Safety Policy Statement

Lancetech Limited places a premium on the well-being of everyone involved, from employees to members of the general public whose lives might be affected by the company's operations.

Lancetech Limited acknowledges that the execution and oversight of this policy fall under the purview of the Board of Directors.

Lancetech Limited will implement and uphold measures to guarantee, as far as reasonably feasible, that every employee has a workplace that is safe and poses no health risks. All employees are equally obligated to collaborate with management about health, safety, and welfare issues.

Lancetech Limited expects every employee to exercise due diligence about their own safety and the safety of those who may be impacted by their actions or inactions, maintaining the highest standards of personal accountability at all times.

The management of Lancetech Limited asserts that, with diligent care and collaboration from employees, it is feasible to conduct operations in a manner that minimises injury to employees, harm to other individuals impacted by the organization's activities, and loss or damage to property.

To ensure compliance with this statement, Lancetech Limited shall:

- a) Ensure and preserve secure working environments;
- b) Identify, assess, and mitigate the risks related to its functioning;
- c) Guarantee that employees receive supervision and guidance in safe work protocols;
- d) Organise and oversee actions to guarantee that hazards are evaluated and risks are mitigated to the extent that is reasonably feasible through suitable protective and preventive measures;
- e) Ensure the provision of sufficient first aid resources;
- f) Verify compliance with all legal obligations; and,
- g) Provide access to employees and other stakeholders with a reasonable interest to information regarding health and safety.

The responsibility for implementing and communicating this policy to all employees of Lancetech Limited lies with the Board of Directors. The policy will undergo an annual

review, considering new or revised laws and modifications to the organization's health and safety framework.

Samsul Islam  
Managing Director  
Lancetech Limited  
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