



Health and Safety Policy

This policy is designed to operate according to the framework provided by the Health and Safety at Work Act 2015.

All Flow Pro workers have a responsibility for implementing this policy by striving to achieve a culture of continuous improvement towards all aspects of the Health and Safety management system.

- Provide and maintain a safe and healthy work environment including work conditions, practices, and procedures for all stakeholders and workers.
- Develop safety and health awareness through ongoing education and training of all workers.
- Take all practicable steps to effectively eliminate hazards within the workplace through proactive hazard identification, risk assessment, monitoring and continual improvement to ensure effectiveness.
- Ensure all managers, supervisors and workers are aware of and accept their responsibilities to provide and maintain a safe and healthy workplace.
- Comply with all applicable regulatory requirements.
- Strive to continuously improve by setting health and safety objectives, plans and performance measures and regularly reviewing progress against the targets set.
- Fully engage all our workers in our Health and Safety management through ongoing consultation, active contribution, and regular review and improvement of this system.
- Ensure all incidents are promptly and accurately reported, investigated to identify root causes, and initiate steps are taken to close any gaps and improve processes.
- Where illness or injury occurs because of an incident, help our workers to achieve full recovery through prompt treatment, active rehabilitation and wherever possible an early return to work.

Jamie Pohl, Director

Policy approval date: 19 September 2025

Policy review date: 19 September 2025