

Thinventory Health and Safety Policy Statement

In accordance with Section 2(3) of the Health and Safety at Work etc. Act 1974, and consistent with the requirements of ISO 45001:2018, the CEO of Thinventory Group Holdings Limited, incorporating Thinventory Holdings Limited and Thinventory Limited, issues the following Occupational Health and Safety (OH&S) Policy Statement.

We are committed to providing, so far as is reasonably practicable, a safe and healthy working environment for all employees, contractors, visitors, and others who may be affected by our operations. Our objective is to prevent work-related injury, ill health, and damage to property by integrating effective occupational health and safety management into all business activities.

This policy is established, implemented, and maintained in accordance with the requirements of ISO 45001:2018.

Our Commitments:

In fulfilling our legal obligations and commitment to continual improvement, we will:

- Comply with all applicable legal and other Occupational health and safety (OH&S) requirements and other obligations relating to our OH&S management system.
- Identify hazards and assess risks using the hierarchy of control to implement appropriate and effective control measures.
- Provide and maintain safe workplaces, plant & equipment, and working conditions, supported by safe systems of work and maintenance schedules
- Define and document roles, responsibilities, and authorities at all levels of the organisation to ensure accountability for OH&S
- Ensure all employees are competent to carry out their tasks and duties through appropriate recruitment, training, and ongoing professional development.
- Assign tasks based on individual competence, ensuring workers are not exposed to risks beyond their capabilities
- Set and review OH&S objectives regularly, ensuring alignment with our strategic direction and performance goals.
- Empower workers to report hazards and unsafe conditions and to provide safety improvement suggestions without fear of intimidation or retaliation.
- Promote physical and mental well-being, recognizing the importance of psychological safety and work-life balance.
- Ensure meaningful consultation and participation of workers, including non-managerial staff, in all aspects of OH&S decision-making.
- Foster a culture of continuous improvement by regularly evaluating OH&S performance and management systems, and identifying opportunities for enhancement.
- Communicate OH&S responsibilities and relevant site rules to contractors, visitors, and other interested parties to ensure compliance and understanding.
- Consider the needs and expectations of internal and external interested parties and the context in which Thinventory operates when managing OH&S risks.
- Provide adequate resources — including financial, human, and material — to support implementation of this policy and achieve OH&S objectives.
- Ensure that OH&S considerations are not compromised by other business priorities.

Employee Involvement:

All employees are expected and encouraged to:

- Take reasonable care of their own health and safety and that of others who may be affected by their actions.
- Promptly report hazards, incidents, near misses, or suggestions for improvement without fear of reprisal.
- Engage in safety training and participate in initiatives that foster a safe and healthy workplace.

Monitoring, Review and Communication:

This policy:

- Will be communicated to all employees and made available to relevant interested parties.
- Will be reviewed periodically and following significant changes to ensure its continued suitability and effectiveness.
- Is supported by comprehensive arrangements, procedures, and operational controls that form our broader OH&S management system.

Our key OH&S objectives for 2026:

To support this policy, we commit to the following:

- Introduce a new operational audit to further enhance safety through continual improvement and local colleague engagement.
- Each site manager will complete a minimum of one documented safety walk per month, and each leadership team member will complete one per quarter, with actions recorded and reviewed.
- Achieve and maintain 100% completion of all mandatory safety training for relevant colleagues by 31 December 2026.
- Engage with colleagues to review all identified manual handling tasks during 2026, implementing risk reduction or elimination measures where reasonably practicable.
- Leveraging technology to enable easier reporting of near misses.

Signed:



Adam Smith Managing Director

Dated: 30th January 2026

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Thininventory includes Thininventory Group Holdings limited, Thininventory Holdings Limited and Thininventory Limited