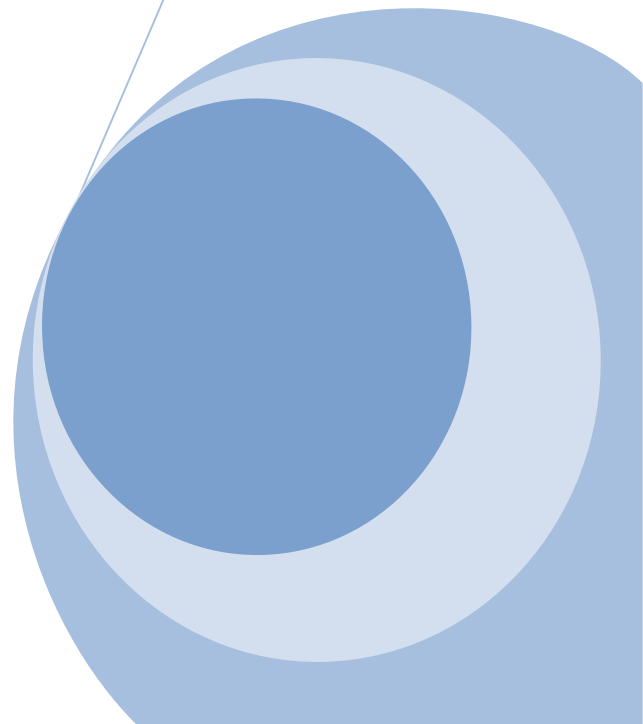
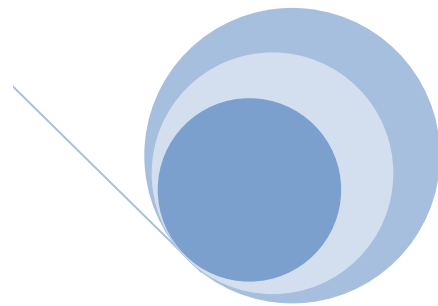
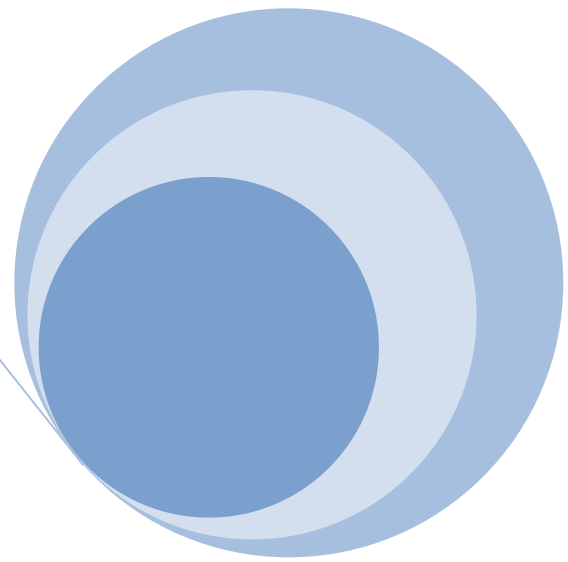




HEALTH AND SAFETY POLICY

JANUARY 2025



HEALTH AND SAFETY POLICY

MPR IT Solutions Ltd. is committed to providing a work environment that is safe and healthy for all employees and those affected by our activities. Operations shall be carried out so as to ensure, so far as is reasonably practicable, that the Health, Safety or Condition of any person or property will not be adversely affected.

The Board is actively committed to the provision of strong and active leadership in such matters; the engagement of the workforce in the promotion and achievement of safe and healthy conditions and the formal assessment and review of the performance of MPR. The Board will provide adequate resources, information, and training to ensure that the Management Teams can deliver the objectives set by the Board for continuous improvement throughout the business.

The requirements of the Health & Safety Policy are communicated to all employees and the involvement of all individuals within MPR in the management of Health & Safety is actively promoted through effective consultation and involvement.

The Health, Safety and Welfare of all employees and those who may be affected by our work is an integral part of our business performance. Compliance with legal requirements should be achieved at all times and no breaches should be tolerated.

Health & Safety is a key core value for all within MPR. MPR recognises Health & Safety is integral to its present and future success and requires the commitment, innovation, and determination of all its Directors and Senior Managers to ensure the continual improvement of Health & Safety performance.

Health & Safety is considered by MPR to be an essential measure when determining effective management. It is, therefore, required that all MPR Directors and Senior Managers actively engage to ensure Health & Safety management, performance and overall culture is a mainstream business deliverable.

The Health and Safety at Work etc. Act 1974 and the supporting Regulations made under the Act place duties on employers to put into place effective safe systems of work, safe places of work and to proactively plan for Health & Safety. In particular, Section 37 of the Health and Safety at Work etc. Act 1974 states that a company's officers which includes Directors, Managers or any other Officers can become liable for any breaches of duty which are imposed by the Act.

The Board shall review this policy, periodically taking action, if necessary, to ensure its effectiveness and compliance with changes in the nature of the MPR IT Solutions Ltd. operations and structure, legislation, best practice, and procedures.