

# Solid State Group



# Solid State Plc – Health and Safety policy statement

It is our intention to ensure, so far as is reasonably practicable, the health and safety of everyone involved in, or affected by, our work activities and commitments. We are committed to meet with our statutory duties set out in the Health and Safety at Work Act 1974 and associated regulations.

In managing health and safety, we will create a culture that ensures sound health and safety management is afforded the same priority as other business objectives and becomes an integral part of everything we do.

## Our Statement:

We will adopt a risk management approach to health and safety, ensuring that hazards arising from our work activities are identified and addressed as a part of 'business as usual' and we maintain a culture of continuous improvement.

## Consultation and communication:

Whilst every employee and contractor has a personal responsibility to control and minimise risks present in their own activities, we recognise that responsibility for the organisation of health and safety issues rests with the management team and we will liaise with other stakeholders to ensure safe working practices are sustained and appropriately communicated. Stakeholders failing to observe the spirit of our health and safety vision will be subject to procedures as per the company policy.

In generating and maintaining our culture for health and safety, the Group Board has ultimate responsibility. The implementation of this is delegated to the Group Executive Board which is responsible for:

- ☒ Allocating responsibilities for health and safety to our employees, suppliers and business partners as appropriate to the nature of each activity.
- ☒ Providing an adequate budget and resources for health and safety management.
- ☒ Monitoring, measuring, auditing and reporting on our health and safety performance at least annually and more often where our processes change or when a dynamic need occurs.
- ☒ Leading from the top by demonstrating good health and safety practice, performing regular safety tours to identify issues and ensure they are analysed and managed appropriately.
- ☒ Ensuring people are empowered to raise health and safety concerns with the management team.
- ☒ Machinery and equipment shall be provided for use as required and maintained in safe working order.
- ☒ All reasonable, practicable action to prevent injuries and cases of work-related ill health are taken, including the provision of PPE where required.

## Competent workforce: our commitment is to:

- ☒ Appoint competent health and safety personnel and appropriate resources for deployment across the company.
- ☒ We will engage with our people and other stakeholders to ensure our activities and, where appropriate theirs, are compliant with our health and safety vision and standards.
- ☒ Provide the necessary information, instruction, supervision and training that ensures people are given the resources to perform their job and tasks safely.
- ☒ Take practicable action to prevent injuries and cases of work-related ill health are taken, including the provision of PPE where required.
- ☒ Fire alarm tests and fire drills will be carried out to ensure emergency preparedness.
- ☒ Where appropriate the RoHS register shall be maintained to ensure that chemicals are used in a correct and safe manner and actions to be taken in the event of an incident involving chemicals are understood.
- ☒ In engaging with contractors, we will ensure that they have due regard to health & safety matters and are made aware of our expectations.
- ☒ Work with the support of external agencies and within our industry, to ensure our continued adoption of best-practice solutions in health and safety management is appropriate.

## Risk management: our commitment is to:

- ☒ Ensure safe plant and systems are provided, and the health and wellbeing of our people is looked after.
- ☒ Workplace ergonomics shall be considered when performing risk assessments to establish safe systems of work.
- ☒ Assess the risks associated to hazards and inform people of risks that affect their work. We commit to controlling and reducing the risk to an acceptable level to reduce the potential for incidents and accidents. This commitment is extended to external agencies.
- ☒ Develop a suite of policies, objectives and metrics that will be monitored and communicated and allow for procedures to be developed to help maintain good standards of health and safety and train people effectively.
- ☒ Devise an emergency action plan for our organisation.
- ☒ Implement Health Surveillance where relevant hazards are presented to the workforce to help prevent any work-related ill-health developing.

We reserve the right to amend this statement at any time based on subsequent developments or information.

John Macmichael  
CEO

Policy approved by the Board of Directors on 1 April 2026.

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