

# HEALTH & SAFETY POLICY

JANUARY 2026

**KOHLER** | UNINTERRUPTIBLE POWER

Established in 1996, Uninterruptible Power Limited (part of the Rehko Group), is an established and well-respected company with a reputation based upon, passion, quality, innovation, reliability & integrity of power protection products, service excellence and customer satisfaction.

We work with a wide range of customers in a multitude of sectors including financial services, telecommunications, IT, retail, transport, government, power, oil, gas, water, education, medical, leisure and manufacturing industries.

We are committed to delivering exceptional service to our customers in a manner which safeguards the health, safety and wellbeing of our employees, contractors and client staff. Furthermore, we recognise that mental health is as important as physical health, and we aim to create a working environment that supports psychological safety and resilience. Our approach includes the promotion of work-life balance, proactive management of fatigue, and ongoing communication.

Supported by a management system certified to ISO 45001:2018, ISO 9001:2015 and ISO 14001:2015, we actively develop, review and maintain processes to safeguard health, safety and wellbeing and to comply with moral, legal, and financial requirements. We are guided by the core standards recommended in the government's Thriving at Work review, are certified by several SSIP schemes and adopt industry best practices.

Specific health and safety hazards are managed through hazard-specific management standards, procedures and safe systems of work that operate under this Health & Safety Policy and form part of the Integrated Management System. Such standards and arrangements may be established, updated or withdrawn as necessary to manage significant risks, including (but not limited to) electrical safety, fire safety, display screen equipment (DSE), driving at work, contractor activities and other work-related hazards.

In adhering to this policy, we will:

1. Ensure the management team are aware of their health and safety responsibilities and provide the support, direction and resource allocation to, where practicable, eliminate or engineer out hazards and reduce OH&S risks, reduce work related injuries and ill health, and to provide a safe and healthy workplace at all locations we manage.
2. Identify all applicable laws, regulations and other requirements, and ensure appropriate controls are in place to maintain compliance.
3. Use documented Risk Assessments to identify and evaluate significant risks from work activities, or any other influences, such as a pandemic.
4. Establish objectives and regularly measure the performance of the management system to drive continual improvement, thereby supporting us reduce the risk of work-related injuries or ill health.
5. Maintain a training and competency framework that ensures all our staff and contractors have the knowledge, skills and competence needed to identify the hazards associated with their work, manage the risks and carry out their designated duties safely.
6. Engage and consult with our staff and contractors through robust communication channels to help disseminate health and safety and wellbeing information, and foster a culture of reporting incidents, hazards, risks and opportunities, without fear of reprisal.



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7. Implement incident management processes including notification, escalation, recording and review of any accidents or near misses that occur, and take practicable actions to reduce the possibility of a reoccurrence.
8. Have in place assurance programs to assess the performance of the management system, including periodic audits and reports, that identify trends, measure progress and conformance.
9. Provide ongoing communication on mental health and access to confidential counselling and support services via our global wellbeing platform and the Employee Assistance Program.
10. Provide re-employment health screening and occupational health referrals
11. Consider how climate change may impact the company, employees and interested parties and address relevant impacts through our OH&S objectives, risk assessments and controls.

This policy applies to all employees and those working with us or on our behalf and requires everyone to commit to cooperating and assisting us in ensuring all health, wellbeing and safety issues are given suitable consideration. Other group entities apply aligned local arrangements where applicable.

The Senior Technical Systems & Supplier Manager has the delegated responsibility for:

- a) Co-ordination of the management system and monitoring its overarching effectiveness to meet the company's health, safety and well-being needs.
- b) The provision of health and safety advice and the implication of the law.
- c) The production and maintenance of this policy and the management system
- d) Assisting in the identification and implementation of health and safety training needs.
- e) Ensuring this policy and management system are fully understood by the management team.
- f) Acting as the company's formal link with the Health and Safety Executive and other external agencies for any health and safety matters.

The Managing Director has overall responsibility for ensuring that this policy is complied with. It will be reviewed at least once a year and at such other times as required, to ensure it remains appropriate to the requirements and objectives of our business. It is communicated to employees through induction and ongoing communications and is available to relevant interested parties on request and via our website.



DAVID RENTON  
Managing Director  
January 2026