

Sustainability Policy

It is the policy of Well-Safe Solutions to conduct all business activities in a manner that is sustainable to society and the environment, in compliance with applicable legal, regulatory, and social requirements in the countries and regions in which it operates.

Commitment

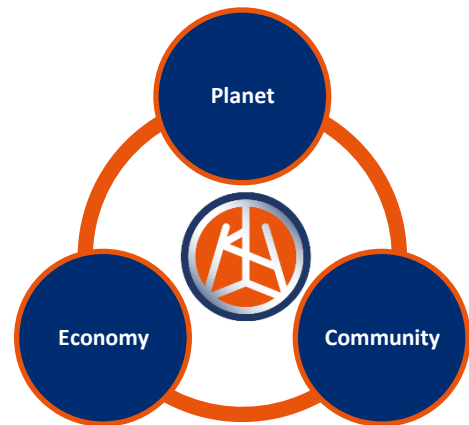
Within Well-Safe Solutions, responsibilities have been distributed to support and implement sustainability throughout the organisation. This team is committed to supporting the international, national, industry and societal drive for sustainable solutions and complying with relevant legislative and regulatory requirements.

Well-Safe Solutions shall identify material topics that are critical to sustainable operations, develop supporting processes to manage these topics and work toward continually improving in these areas. Through alignment with the UN Sustainable Development Goals, engaging leadership and all employees, Well-Safe Solutions endeavours to promote sustainable behaviours, practices, and processes.

Well-Safe Solutions is committed to the three pillars of **Planet**, **Community** and **Economy** in the delivery of our sustainable future.

Objectives

- Identify, assess, and manage material topics to the organisation through stakeholder engagement.
- Construct, plan, and implement an Emissions Reduction Strategy for Well-Safe assets and locations supported by the Carbon Management & Reduction Plan, conducted on behalf of Well-Safe Solutions.
- Communicate appropriately the requirements of this policy, engage leadership, and promote personal accountability of sustainability performance.
- To enhance and promote sustainability within the organisation, a long-term plan for reaching net zero shall be developed to align with legislative and regulatory requirements.
- Ensure the Well-Safe community embraces Diversity, Equity, and Inclusion whilst benefiting the wider community with positive engagement and contribution.
- Well-Safe Solutions shall produce a sustainability report on an annual basis with appropriate disclosures based upon relevant mandatory and voluntary frameworks as identified.



Well-Safe Solutions expects an absolute commitment from everyone involved in our business activities to take responsibility and be accountable for ensuring compliance with this policy.

As Chief Executive Officer, I am fully committed to providing the necessary resources to allow the effective implementation of this Sustainability policy in the business activities of Well-Safe Solutions.



Phil Milton, Chief Executive Officer.

Date Signed: 27th June 2023