

## Health & Safety Policy

It is the policy of Well-Safe Solutions and its Entities to conduct all business activities in a responsible manner, which assures the Health, Safety and Security of people in compliance with applicable Health, Safety, Security, legal and regulatory requirements in countries and regions in which it operates.

### Commitment

Well-Safe Solutions and its Entities shall, through the planning and implementation of its Safety Management System, Identify Hazards, Evaluate Risks and Determine associated mitigating control measures required to reduce the likelihood of incident and harm to as low as is reasonably practical (ALARP) while conducting its workplace activities.

Well-Safe is committed to the continuous improvement of its Safety Management System and in doing so aim to operate and maintain a system which complies with the requirements of ISO 45001:2018, which provides the structure for the H&S Policies, Processes and Procedures required to achieve and secure the organisation's Strategies, Aims and Objectives.

### Objectives

The following key objectives will ensure delivery of the above commitment:

- Promotion of leadership commitment and personal accountability thus assuring the health and safety of employees, contractors and others
- Development and Setting of Health and Safety performance objectives, measurement and assessment of results, and continual improvement of Health & Safety performance
- Provision of a safe place of work for employees by identifying hazards and their associated risks, assessing them to ensure they are eliminated or reduced to as low as reasonably practicable
- Empowerment and support of all employees and subcontractors with the right to STOP WORK in situations where conditions or practices are deemed unsafe
- Provision of mechanisms for effective engagement, communication and consultation with customers, employees, and external/interested parties on Health & Safety matters
- Maintaining vigilance and readiness to prevent and, when necessary, respond to and effectively manage Health & Safety risks, threats, incidents and/or emergencies
- Regular review of this policy, management systems and objectives to ensure they remain appropriate, considering changes in the business and legislative requirements
- Regularly monitor and review to assure compliance with all standards and requirements

Well-Safe Solutions and its Entities 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 Health & Safety policy in the business activities of Well-Safe Solutions and its Entities.



Phil Milton, Chief Executive Officer

Date Signed: 19 February 2024