

Sustainability Policy

Well-Safe Solutions is committed to conducting all business activities in a manner that is environmentally responsible, socially equitable, and economically viable. We strive to operate sustainably across all regions, complying with applicable legal, regulatory, and societal requirements, while actively contributing to global sustainability efforts, including the UN Global Compact and the UN Sustainable Development Goals.

Commitments

Sustainability is embedded throughout Well-Safe Solutions, with responsibilities distributed across teams to ensure effective implementation. We are committed to identifying and managing material sustainability topics, continuously improving our performance, and fostering a culture of accountability and innovation.

We uphold the three pillars of **Planet**, **Community**, and **Economy** in delivering a sustainable future, and we align our efforts with international, national, industry, and societal sustainability goals.

Planet/Environmental

- Prioritise the prevention of water pollution and ensure effective water resource management
- Conserve the ocean ecosystems and mitigate any negative impacts with effective processes and action
- Protect habitats and support biodiversity, utilising environmental assessments to inform decisions
- Take climate action, following the national net zero emissions target, embedding efficient behaviours, and using technology where available to mitigate carbon emissions
- Safely manage hazardous waste, promote waste minimisation, and champion circular economy practices
- Improve energy performance and use clean energy where possible, promoting sustainable energy use across the value chain

Community/Social

- Partner with local communities to support educational outcomes, encouraging volunteering while supporting local employment and skill development through apprenticeships and training
- Allocate resources to aligned charitable organisations and support fundraising opportunities with the aim of contributing to sustainable development goals
- Grow with inclusive values, ensuring equal opportunities, safe working conditions and respect for human rights
- Provide education and awareness to promote sustainability issues across the workforce and the community, campaigning to enhance sustainability culture

Economy/Governance

- Establish clear structure for sustainability governance and responsibilities within the sustainability team, that oversees implementation and integration of sustainability across the business and reports to the board
- Report transparently with performance disclosure through annual sustainability reports and communicate clearly with stakeholders
- Comply with ESG regulations, uphold anti-corruption policies and procure responsibly, providing training and support for employees to understand and comply

Objectives

- Identify, assess, and manage material sustainability topics through stakeholder engagement
- Develop and implement a long-term Net Zero Strategy, supported by a Carbon Management & Reduction Plan
- Promote personal accountability and leadership engagement in sustainability performance
- Produce an annual Sustainability Report with disclosures aligned to relevant mandatory and voluntary frameworks
- Foster an inclusive working culture and contribute positively to the wider community

Accountability

Well-Safe Solutions expects absolute commitment from all employees, contractors, and stakeholders to uphold this policy. The Chief Executive Officer is fully committed to providing the necessary resources for effective implementation and continuous improvement.



Phil Milton, Chief Executive Officer.

Date Signed: 20th Oct 2025