



HEALTH AND SAFETY POLICY

1. Purpose and Scope

This Health and Safety Policy sets out the Company's commitment to safeguarding the health, safety, and wellbeing of all directors, officers, employees, consultants, and stakeholders. The policy applies across all Company operations and subsidiaries, in accordance with the QCA Corporate Governance Code and AQSE Rulebook requirements.

2. Board Commitment and Governance

The Board is responsible for overseeing health and safety performance, ensuring compliance with all applicable UK laws and regulations, and embedding a culture of behavioural safety. The Board will:

- Demonstrate leadership in health and safety, setting clear expectations and accountability.
- Review health and safety risks as part of the Company's risk management framework.
- Ensure health and safety objectives are integrated into business strategy and decision-making.
- Promote transparency and regular reporting on health and safety matters to shareholders and stakeholders.

3. Stakeholder Engagement and Workforce Empowerment

The Company will:

- Foster a proactive, collaborative health and safety culture through leadership, education, consultation, and workforce engagement.
- Empower employees to participate in health and safety decision-making and report concerns without fear of reprisal.
- Provide appropriate training, communication, and instruction to ensure all personnel understand their responsibilities.

4. Continuous Improvement and Compliance

The Company is committed to:

- Continual improvement of health and safety standards, systems, and procedures, in line with legal requirements and best practice.
- Monitoring performance using key indicators and reporting progress to the Board.
- Maintaining a mentally healthy workplace and promoting wellbeing for all.

5. Respectful Workplace and Duty of Care

The Company will maintain a safe and respectful workplace, free from discrimination, harassment, bullying, intimidation, and physical or sexual assault. All personnel have a duty of care to act responsibly and support a zero-harm environment.

6. Non-Compliance and Disciplinary Action

Any breach of this Policy will be treated seriously and may result in disciplinary action, including dismissal or removal, in accordance with AQSE Rulebook requirements.

7. Policy Review and Reporting

The Board will review this Policy at least annually and update it as required. The Company will report on health and safety performance in its annual report and ensure compliance with AQSE Rulebook disclosure obligations.

This version of Health and Safety Policy was reviewed on 15 April 2026.

The Board of Directors approved this Policy on 7 May 2026.