

Health, Safety, Environmental and Quality Policy

Hydrasun is committed to conducting its business activities in a responsible manner, to ensure the Health and Safety of our people, the preservation of the environment, the quality of the products/services we provide and compliance with all applicable Health, Safety, Environmental, Quality, Legal and other regulatory requirements in the countries in which we operate.

To achieve this, we utilise an integrated Health, Safety, Environmental and Quality Management System (HSEQMS) that is designed to:

- Demonstrate and promote leadership commitment, personal involvement, and accountability to ensure the Health and Safety of our employees, visitors and contractors, the protection of the Environment and the delivery of Quality products and services that meet or exceed our customers' expectations.
- Contribute to sustainable development through environmental protection (including the prevention of pollution and reduction of carbon emissions), social responsibility, and economic progress, thus benefiting the communities in which we work.
- Provide safe and healthy working conditions, prevent work-related injury and ill health, contribute positively to the mental and physical health of our employees, promote a culture of care and recognise that everyone can have an off day, but these can be made easier with the support of those around us.
- To eliminate hazards, reduce occupational health and safety risks, and assess all business risks and opportunities to ensure we progressively implement improvements to key HSEQ processes through the measurement and analysis of internal and external performance indicators.
- Continue to build and develop an organisation founded on the fulfilment of our customers' needs, with particular emphasis on service, health, safety, quality, reliability, technical integrity, environmental responsibility, and overall value for money, whilst continually developing mutually beneficial supplier relationships that add value throughout the supply chain.
- Consult workers on HSE issues and actively engage with our employees, at all levels of our organisation, harnessing their skills, knowledge, ability, ambitions, training, and experience to ensure that the organisation operates to its full potential.
- Empower and support all employees and subcontractors with the right to 'Stop Work' or refuse to work in situations where conditions or practices are deemed unsafe, or detrimental to the quality of our products or services.
- Comply with legislative requirements, applicable codes of practice and relevant standards.
- To regularly communicate with our customers, allowing us to recognise, understand, meet, or exceed their current and future requirements thus ensuring continuous customer satisfaction and consistently providing products and services that meet, or exceed, customer expectations and applicable regulatory requirements.
- Set HSEQ performance objectives, measure results, assess and continually improve processes, services, and product quality, using an effective integrated management system.
- Identify opportunities and progressively implement continuous improvement in key processes, through the measurement and analysis of leading and lagging internal and external key performance indicators.

Hydrasun's HSEQ Management Board shall meet regularly to discuss compliance with this policy and to measure and ensure the effectiveness of our Health, Safety, Environmental and Quality Management System performance.

A handwritten signature in blue ink, reading "Neil Thompson".

N Thompson
Chief Executive Officer

May 2025
Document review date: **May 2026**

IMS-LS-PS-001