

Environmental Policy

It is the policy of Well-Safe Solutions and its entities to conduct all business activities in a manner, that Preserves, Protects and Sustains the Environment, in compliance with applicable legal, regulatory, and social requirements in the countries and regions in which it operates.

Commitment

Well-Safe Solutions and its entities shall, through the planning and implementation of its Environmental Management System (EMS), identify environmental aspects and mitigation measures to minimise emissions, sustain the environment and prevent pollution.

Environmental control arrangements are to consider and be compliant with all applicable Country and/or regional legislative and regulatory requirements, to achieve excellence in environmental performance.

Well-Safe is committed to the continuous improvement of our Environmental Management System and in doing so aim to operate a system which complies with the requirements of ISO 14001:2015 which provides the structure for the Environmental Policies, Processes and Procedures required to achieve and succeed the organisation's Strategies, Aims and Objectives.

Objectives

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

- Promotion of leadership and personal accountability to proactively assure prevention of pollution, control of emissions and protection of the environment
- Development of Environmental performance objectives in line with the Environmental Strategy
- Provision of mechanisms for effective training, engagement, communication and consultation with employees and external parties on Environmental matters
- Identify and effectively manage controls in relation to environmental aspects and impacts to mitigate major environmental incidents (MEI) and their potential environmental consequences
- Empower and support all employees and subcontractors with the right to STOP WORK when practices and/or outputs are deemed to pose unmitigated or heightened environmental effects
- Contribute to sustainable development through environmental protection, social responsibility, and economic progress, thus benefiting the communities where we work

Well-Safe Solutions and its entities, expects 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 Environmental policy in the business activities of Well-Safe Solutions and its entities.



Phil Milton, Chief Executive Officer

Date Signed: **27/03/2024**