



HEALTH & SAFETY POLICY

GRP-POL-3.2-01

Who is the policy for?

- All colleagues working on behalf of Certas Energy UK Ltd and any entity under the management control of Certas Energy and those who may be affected by the company's acts or omissions.

Where does the policy apply?

- Wherever Certas Energy or its subsidiaries conduct business.

What goals are we aiming to achieve?

We're dedicated to keeping everyone safe by following all the rules and regulations, providing a safe and healthy working environment and upholding our SAFETY F1RST – Vision Zero principles.

How will we deliver the goals?

We will:

- Nurture a kind and psychologically safe culture by empowering colleagues to engage in all health and safety-related matters.
- Identify and comply with all relevant legal requirements.
- Define roles and responsibilities for those involved in the management of health and safety.
- Conduct and regularly review risk assessments to identify and control workplace hazards.
- Provide suitable control of the health and safety risks arising from our work activities.
- Provide and maintain safe plant and equipment.
- Ensure safe handling and use of substances.
- Provide necessary safety devices and protective equipment and supervise their use.
- Implement health surveillance and monitoring where necessary.
- Establish and maintain clear procedures for emergency situations.
- Consult with our colleagues on matters affecting their health and safety.
- Encourage and promote health and wellbeing via trained champions.
- Ensure all colleagues are adequately trained and deemed competent to carry out their tasks.
- Provide information, instruction and supervision for colleagues.
- Ensure contractors are suitably selected, approved and managed.
- Monitor and track our health and safety performance and strive for continual improvement.

The Directors of the Company are all dedicated to achieving zero harm.

The goals of this policy can only be achieved with the support and commitment of all colleagues. Therefore, please take reasonable care of your health and safety and that of your colleagues.

Endorsed by:	Steve Little, Chief Operating Officer	Owner:	Jamie Ainsworth, HSE Director
Issued on:	18/03/2026	Review due by:	30/11/2026
Issue number:	1.1	Security classification:	Official