Health and Safety Policy Statement

1. Statement of Intent

ESR Technology is committed to be a company where the safety, health and wellbeing of people is valued as an integral part of our business sustainability.

We believe all harm is preventable. That's why Zero-Harm is an enduring priority for us. This ambition means making sure our workplaces are safe and healthy for everyone: our employees and anyone working on our behalf. As one of ESR Technology's core values, we strive to achieve zero incidents in everything we do ensuring the health, safety and well-being of our colleagues and stakeholders.

ESR Technology's best in class Health and Safety culture and performance assures that we integrate Health and Safety standards and best practices into our solutions to manage risk, to prevent injury and ill-health, and to bring the best outcomes for our colleagues and clients.

ESR Technology Management Team considers Health and Safety to be a core management function and will ensure that the necessary resources are allocated to successfully implement this policy and the supporting management system in full.

To achieve this goal, we have adopted the principles of the International Standard, ISO 45001 for our management system and we are fostering a culture in which we all take responsibility for our own Health and Safety, and that of others. This means that leadership, responsibility, and action are needed at all levels of the company. We also promote employee involvement and a speak-up culture to ensure that Health and Safety standards are continuously improved.

"We aspire to zero-harm".

2. Roles and Responsibilities

The Managing Director accepts the responsibility for this Health and Safety Policy. The Health Safety and Environment Manager, Company and Business Directors and appointed business group individual are responsible for supporting and promoting our commitments and ensuring the effective implementation in their respective areas of the Business.

The business is supported by Peninsula Business Services Group Limited, with a team of dedicated Health and Safety professionals ready to advise on all aspects of Health and Safety at work as per our agreement. This support role commenced 1st December 2021 and is supported by accredited e-learning sessions and interactive courses covering the latest Health and Safety topics.

3. Priorities & Initiatives

Adopting the application of International Standard ISO 45001 principles for our management system, ESR Technology Health and Safety Policy contains the arrangements and principles that drive a continuous focus on Health and Safety performance improvement, with priorities and initiatives that include:

- Keep Health and Safety first in all we do all of the time.
- Develop and maintain a 'respect and protect' culture in which everyone feels responsible for the health and safety of themselves and others.
- Embrace and embed the Fundamental Health and Safety Principles.
- Proactively recognise hazards, assess risks, and control those risks in everything we do, every day.
- Act only when we understand the hazards and controls and exercise our authority to stop work.
- Demonstrate visible Health and Safety leadership and know that active Health and Safety stewardship is an expectation of employment.
- Hold our leaders and colleagues accountable for Health and Safety.
- Comply with applicable legal and other Health and Safety requirements wherever we work.
- Actively care for colleagues and stakeholders by intervening when we observe at-risk behaviours and unsafe conditions and addressing them promptly.
- Recognise colleagues for proactive Health and Safety behaviours.
- Ensure that colleagues are competent to do their work safely and provide training where necessary.
- Select and evaluate our subcontractors for Health and Safety performance.
- Encourage our stakeholders to align with our Health and Safety culture and collaborate with them to achieve zero incidents.
- Communicate lessons learnt and best practices.
- Commit to continuously improve the Health and Safety management system.
- Commit to consultation and participation of colleagues regarding the health and safety system.

4. Codes of Behaviour

The Code of Conduct on Health and Safety is a mandatory guideline that must be observed to prevent work accidents. We expect our customers and business partners and their employees and business partners to adhere to this code as a prerequisite for a business relationship.

- ESR Technology provides all employees with a safe working environment that meets the requirements of occupational health and safety.
- Company management prepares a risk assessment and provides appropriate safety measures and training prior to undertaking business tasks.

- Before starting work, all employees must conduct a safety check to avoid risks to themselves and others and seek guidance as necessary.
- Risk assessment also includes requirements relevant for environmental protection. When using hazardous substances, operating materials and auxiliaries, the defined protective measures must be strictly observed.
- Should the safety measures be insufficient, appropriate solutions must be found together with the responsible supervisor or work must be discontinued. All employees are encouraged to refuse work for which safety measures are not appropriate.

5. Learning From Near Misses

We track High Potential Events – where very serious or fatal injuries could have happened but were avoided – so we can learn from them.

6. Identifying New Risks

We work closely with employees and contractors to identify and address any new risks to people and the business that could arise from our work activities.

7. Assessing Our Safety Culture

Our strong safety performance relies on having zero harm embedded in our culture. This means that our people take personal responsibility and accountability for their safety and that of others. It is something we need to continually develop.

8. Related documents

All company Procedures, Guidance, Forms, Risk Assessments, COSHH assessments, and any other applicable documents

Managing Director: Raghbir Chand

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Date: 2026.05.29 11:03:01 +01'00'

(Name, Signature & Release Date) _____