

GROUP HEALTH, SAFETY & WELLBEING POLICY

JUNE 2025



Work Safe.
▶ Live Well.

Permasteelisa Group is committed to creating healthy and safe working conditions at our offices, factories and construction sites worldwide. Our objective is to establish work environments where employees can thrive physically, mentally and emotionally while preventing accidents, injuries, and illness because we firmly believe that this is the foundation of high performance for our people. By doing this, we foster a culture where everyone can Work Safe. Live Well. This contributes to our position as a recognised industry leader for worker health, safety and wellbeing and applies to employees, contractors, visitors and other stakeholders and is achieved through:

Health & Safety Management: To ensure the health and safety of all personnel, we:

- Regularly assess the risks associated with our operations and implement controls to minimise hazards, ensuring safe working conditions, safe equipment use and measures to prevent workplace accidents.
- Recognise that people, their attitudes and beliefs are central to obtaining excellent health and safety performance. We empower our people to make sound choices about their health and safety and those around them by encouraging and supporting them to continually challenge the environment in which they work, recognising positive outcomes and celebrating safe behaviours.
- Use modern methods of construction to 'design out risk' and 'engineer in health' at the earliest stages of the project lifecycle and reduce risk through innovative solutions. We use data to inform, identify and manage high-probability/high-consequence risks.
- Provide information, instruction and training to all employees, ensuring they possess the necessary skills, knowledge, experience and behaviours to plan and deliver work safely, including high-risk activities.
- Promote a culture of safety reporting, where all accidents, near-misses, and safety concerns are promptly reported and investigated, taking corrective actions to prevent recurrence and continuously improving health and safety performance.
- Consult employees, their representatives and contractors to improve health and safety culture, engagement and practices.
- Provide comprehensive personal protective equipment and ensure its proper use, while conducting regular maintenance and inspections of safety equipment and machinery to meet relevant standards.
- Have robust emergency response plans, regularly conducting drills and ensuring employees are well-versed in evacuation, first aid and firefighting procedures.

- Uphold standards by adhering to local, national, and international legislations, regulations, and best practices, maintaining open communication with regulatory bodies and continually assessing practices against industry standards.

Wellbeing: We equally prioritise the wellbeing of our employees, recognising that a healthy workforce is crucial to our success and aim to create an environment that promotes overall wellbeing, by:

- Providing access to mental health resources, including counselling services and employee assistance programs, to assist employees experiencing stress, anxiety or other mental health challenges.
- Promoting a healthy work-life balance through flexible working arrangements, resources to support mental and emotional health, encourage employees to take time off when needed and manageable workloads.
- Promoting healthy lifestyles through wellness programs, fitness initiatives and promoting proper nutrition, exercise and rest.
- Creating an inclusive environment where all employees feel valued and supported, regardless of their background, identity, or personal circumstances and ensuring no form of discrimination, harassment, or bullying is tolerated.

Roles & Responsibilities: Our leadership is committed, driven and passionate towards health, safety and wellbeing at all levels:

- Senior Leadership ensures the policy's implementation across the organisation, providing necessary resources, time and support. They foster a culture of health, safety and wellbeing through example and communication.
- Managers and supervisors are responsible for the day-to-day implementation of health, safety and wellbeing initiatives, ensuring employees adhere to protocols and address concerns promptly.
- Employees support and promote the policy by following the guidelines and requirements, including using equipment as required, reporting hazards or incidents and actively participating in initiatives.
- Health and Safety Representatives oversee the policy's effectiveness and implementation, working with management to monitor performance and suggest improvements.

We regularly review and update this policy to ensure relevance and effectiveness, enhancing management processes and standards to drive continual improvement and promoting a safe, supportive and empowered work environment.

Liam Cummins

Chief Executive Officer (For and on behalf of the board)