

HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

Permasteelisa Group is committed to creating a culture where everyone who works for or with us returns home safely every day.

Preventing workplace incidents and supporting physical, mental and emotional health is the foundation of high performance, and we strive to continuously improve our actions, standards and leadership in this area.

To achieve this, we:

- Assess and mitigate risk – regularly assessing operational risks and implementing controls to minimise hazards and provide safe working conditions, safe equipment, and robust measures to prevent accidents.
 - Train and inform – providing comprehensive instruction, training and information to equip employees with the skills, knowledge and experience to work safely, particularly in relation to high-risk activities.
 - Drive continuous improvement – promoting a proactive reporting culture where accidents, near-misses and safety concerns are promptly investigated to identify corrective actions and prevent recurrence.
 - Consult employees and contractors – fostering engagement and collaborating with them to improve our health and safety culture and practices.
 - Mandate protection – providing personal protective equipment (PPE) and requiring its proper use, alongside regular maintenance and inspections of safety equipment and machinery to meet industry standards.
- Prepare for emergencies – maintaining Emergency Response Plans (ERPs) and conducting drills to prepare employees and build familiarity with site-specific evacuation, first aid and firefighting procedures.
 - Empower employees – recognising that attitudes and beliefs are central to excellent safety performance, we encourage individuals to challenge unsafe conditions, acknowledge positive outcomes, and celebrate safe behaviours.
 - Support mental health – facilitating access to resources, including Employee Assistance Programs (EAPs) and counselling services.
 - Uphold global standards – adhering to applicable legislation, regulations, and best practices, maintaining open communication with regulatory bodies, and assessing practices against top-tier industry standards.

We regularly review and update this policy to maintain relevance, drive continual improvement and promote a safe, supportive and empowered work environment.

Peter Bacon

Executive Chairman