



# Occupational, Health and Safety Policy Statement

cfes Ltd. | October 2025

As a responsible organisation, cfes ltd recognises that occupational health and safety is a shared responsibility between the company and its employees. We are committed to maintaining the highest standards of health and safety across all our operations and workplaces. In line with our certified management systems — ISO 45001 (Occupational Health & Safety), ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 41001 (Facility Management) — we go beyond statutory compliance by proactively working to prevent ill health, injury, damage, and loss arising from our activities. Our recognition and acceptance of these responsibilities will be demonstrated by our commitment to:

- Provide and maintain plant, equipment, and systems of work that are safe and without risk to health, ensuring they are regularly inspected, maintained, and fit for purpose.
- Create and sustain a high-quality working environment that supports employee welfare, addresses occupational and broader health issues, and promotes job satisfaction, ergonomic design, and workplace safety.
- Protect and promote employee wellbeing and healthy living, recognising that a healthier workforce contributes to a safer, more productive workplace and enhances the company's reputation. This includes support for mental health and psychological safety.
- Conduct thorough risk assessments for all relevant activities, implementing appropriate control measures to reduce or eliminate risks to health, safety, and wellbeing.
- Take all reasonably practicable steps to prevent injury or damage to people, property, or the environment as a result of our operations.
- Provide adequate supervision, information, instruction, and training to ensure that employees, contractors, and others affected by our activities can work safely and confidently.
- Assign clear responsibilities to competent personnel for monitoring compliance with this policy and associated procedures, and for taking prompt action where non-compliance is identified.
- Maintain clear procedures for emergency situations, including fire safety, first aid, and evacuation plans, which are regularly reviewed and communicated
- Regularly review and report on our occupational health and safety performance, identifying areas for improvement and implementing corrective actions where necessary.
- Ensure safe handling, storage, and transportation of substances, with appropriate procedures and controls in place to minimise risk.
- Maintain robust emergency preparedness procedures, including fire safety, first aid, and evacuation plans, which are regularly reviewed and communicated to all staff.
- Provide the necessary resources—including time, personnel, and budget—to fully implement this policy and support continuous improvement.
- Encourage active employee participation in health and safety matters, including hazard reporting, safety committees, and improvement initiatives.
- Align our practices with internationally recognised standards, including:
  - ISO 45001 – Occupational Health & Safety
  - ISO 9001 – Quality Management
  - ISO 14001 – Environmental Management
  - ISO 41001 – Facility Management

These standards form the foundation of our integrated management system and guide our approach to safety, quality, and operational excellence.

cfes encourages all employees to actively support our occupational health and safety aims. We promote teamwork, safe working practices, and a culture of shared responsibility to ensure a safe and healthy working environment for everyone

This policy applies to all employees, contractors, and visitors across our offices and project sites. business

Signed



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| Name | Robert Doubtfire |
| Position | Managing Director |
| Date | October 2025 |