

The health and safety of our colleagues and everyone else affected by our activities is fundamental to the success of our business. At HE Simm our purpose is 'to be the best', which can be translated into 'being the best at keeping our people and those in contact with us safe and healthy'. We believe that with effective leadership, careful planning and the correct mindset, all incidents are preventable. Key to this is ensuring that 'Safety comes first and nothing we do is worth getting hurt for – no matter how important it may be'.

Our goal is to continually improve our health and safety culture and enhance performance with the aim of zero accidents. To achieve this goal, the executive board is committed to:

- | providing exemplary and connected leadership
- | consulting and engaging with colleagues, our business partners and supply chain to ensure everyone understands how to keep themselves and others safe and healthy
- | ensuring we provide adequate information, instruction, training and supervision
- | establishing robust, clear processes across defined project stages, with procedures to ensure we are not just safe on paper, but safe in reality
- | ensuring we provide a safe and healthy environment for all our people and associated third parties
- | constantly striving to prevent incidents, and should an incident occur, vigorously investigating and sharing our findings to prevent any recurrence.

The executive board of HE Simm is responsible for complying with the relevant, current legislation that governs our business and associated activities. This is achieved by establishing the overall Health and Safety Policy, cascading this information to colleagues and reviewing the performance of the business overall.

The chief executive officer is responsible for:

- | ensuring that effective arrangements to deliver the requirements of this policy are established and implemented across the business operations
- | ensuring compliance of overall business and legal requirements
- | providing an effective process of assurance with the aim of continually developing our methods and improving the health and safety culture.

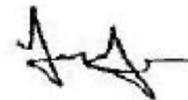
It is the responsibility of every employee, subcontractor and associated third party to:

- | always work in a safe manner
- | never walk by anything that is wrong or unsafe and report the matter immediately
- | only undertake tasks that they are confident, competent and capable of delivering safely
- | comply with all health and safety requirements.

We will bring this policy to the attention of our employees, supply chain partners and relevant associated third parties. It will be reviewed annually as a minimum, or as and when required.



GARETH SIMM
Chief Executive Officer
(CEO)



ANTHONY MELIA
HESQ Director

December 2021 (expires
December 2022)