

HEALTH & SAFETY POLICY STATEMENT

At Waterman Group, we value and care for our people. We are committed to developing a positive safety culture and creating environments which enable everyone to flourish and thrive.

We have implemented and maintained an Integrated Management System which is certified to ISO 45001:2018. This is the foundation of our safe and healthy working conditions for the prevention of work-related injury and ill health and supports compliance with legal, regulatory, and other requirements that are applicable to our business activities.

We aim to:

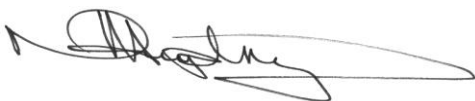
- Protect the physical and mental wellbeing of our people.
- Create a safe and productive working environment.
- Promote a positive and supportive workplace culture that attracts, develops, and retains our people.
- Prioritise health and safety on the projects we work on and safeguard the communities that we impact.
- Empower our people to protect themselves and those around them.

We will:

- Commit to safe working behaviours and take all reasonable and practical measures to ensure that health and safety is not compromised.
- Consult and communicate with our people on safety related matters which may affect them.
- Comply with the relevant statutory and regulatory requirements.
- Integrate health, safety and wellbeing within our designs, advice, and decisions.
- Regularly assess and mitigate against health and safety risks.
- Implement effective systems, processes, and training to manage and reduce our safety risks.
- Set and monitor health and safety objectives.
- Continually monitor and improve our safety performance through our Integrated Management System.

The Group's senior management give their full support and commitment to occupational health and safety management and will provide sufficient funds and resources to enable full implementation of this policy.

This policy is reviewed and approved at least annually or more frequently, if appropriate.



Neil Humphrey
Chief Executive
Waterman Group Plc