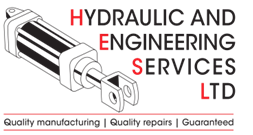
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**Health and Safety Policy Statement**

• lt is the policy of HYDRAULIC AND ENGINEERING SERVICES LTD (hereafter referred to as "HESL") to comply with the terms of the Health and Safety at Work etc. Act 1974; subsequent legislation and to provide and maintain a healthy and safe working environment. The health and safety objective of HESL is to minimise the number of instances of occupational accidents and illnesses and ultimately achieve an accident-free workplace.

It is the intent of the company to provide safe working conditions by:

Providing safe systems of work

Providing and maintaining safe plant and equipment

Providing safe work areas with access and egress

Providing information, instruction, training, and supervision

Providing for safe handling storage and transport of all particle and substances

• All employees will be provided with such equipment, information, training and supervision as is necessary to implement the policy and achieve the above stated objective.

• HESL recognises and accepts the duty to protect the health and safety of all visitors to its premises, including contractors and temporary workers, as well as any members of the public who might be affected by our operations. HESL also accepts responsibility for any affects our activities may nave on the environment.

• While the management of HESL will do all that is within its powers to ensure the health and safety of its employees, it is recognised that health and safety at work is the responsibility of each and every individual associated with HESL. lt is the duty of each employee to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the well-being of any other person. The employee has the right to refuse to undertake any work they feel puts them or others at risk on the grounds of health and safety.

The company will enlist the support and cooperation of employees, clients and contractors on matters of health and safety; regular health and safety discussions will be held.

CDM (The Construction (Design and Management) Regulations 2015)

• General duties

A designer (including a principal designer) or contractor (including a principal contractor) appointed to work on a project must have the skills, knowledge and experience, and, if they are an organisation, the organisational capability, necessary to fulfil the role that they are appointed to undertake, in a manner that secures the health and safety of any person affected by the project.

A designer or contractor must not accept an appointment to a project unless they fulfil the conditions in paragraph (1).

A person who is responsible for appointing a designer or contractor to carry out work on a project must take reasonable steps to satisfy themselves that the designer or contractor fulfils the conditions in paragraph (1).

A person with a duty or function under these Regulations must cooperate with any other person working on or in relation to a project, at the same or an adjoining construction site, to the extent necessary to enable any person with a duty or function to fulfil that duty or function.

A person working on a project under the control of another must report to that person anything they are aware of in relation to the project which is likely to endanger their own health or safety or that of others.

Any person who is required by these Regulations to provide information or instruction must ensure the information or instruction is comprehensible and provided as soon as is practicable.

• The management of HESL will provide every employee with the training necessary to carry out their tasks safely. However, if an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job then it is the employee's duty to report this to their supervisor or the person responsible for health and safety. An effective health and safety programme requires continuous communication between workers at all levels. lt is therefore every worker's responsibility to report immediately any situation which could jeopardise the wellbeing of himself or herself or any other person.

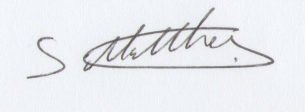
HESL will make available such finances and resources as are deemed reasonable to implement this policy.

All injuries, however small, sustained by a person at work must be reported to the Manager.

Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive.

HESL recognises the civil and moral need to ensure that all employees adhere to this Health and Safety Policy and will be prepared to invoke the disciplinary procedure in case of any deliberate disregard for the Health and Safety Policy.

HESL's Health and Safety Policy will be continually monitored and updated, particularly when changes in the scale and nature of our operations occur. The Policy will be updated at least every 12 months. The specific arrangements for the implementation of the Policy and the personnel responsible are detailed in this policy document.



Steve Matthews

Signed on behalf of Hydraulic and Engineering Services Ltd

10th May 2023