

## HEALTH, SAFETY AND WELFARE POLICY STATEMENT

The philosophy of Geosphere Environmental Ltd is an un-equivocal and clear commitment to ensure the Health, Safety and Welfare of its employees, and others that may be affected by its undertakings and to pursue a policy of safe working practices to maintain a healthy working environment.

The Company will:

- Provide necessary resources to achieve policy implementation ensuring the Health, Safety and Welfare of its own and sub-contractor employees whilst at work.
- Provide adequate information, instruction, training and supervision to all employees to ensure that they properly discharge their responsibilities and duties.
- Provide and maintain safe plant, equipment and systems of work.
- Continually improve upon health and safety performance and systems.
- Regularly set objectives and review performance.
- Carry out its activities in compliance with the requirements of current safety legislation.
- Promote a proactive safety culture.
- Ensure safe access and egress.
- Provide adequate and appropriate Personal Protective Equipment.
- Provide, where appropriate, health surveillance monitoring for employees.
- Protect the security of and prevent damage to all property and information of the Company, Clients and contractors.
- Monitor activities to maintain agreed safety, quality and environmental standards.
- Identify hazards, assess and evaluate their risks, and introduce controls throughout all the Company's work activities to ensure the health and safety of its employees and others.

The Directors are responsible for ensuring that this policy is implemented, reviewed at least once a year, and that the necessary resources are provided.

**Original signed**

**Paul Davies, Director and Company Secretary  
Geosphere Environmental Ltd**

**Original dated / V17**

**Review Date: 26 September 2025**