

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 to 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.
- Follow all government guidelines regarding COVID-19.

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 / V14
Review Date: 13 March 2023**