

Health and Safety Policy

Aligned with our desire to create an inspirational HSE culture, it is the policy of Proserv to ensure best-in-class health and safety standards globally, surpassing the minimum requirements of all regulatory and industry bodies at all times. Risking one's own safety is non-negotiable, even for the betterment of performance, outcomes or timelines.

Proserv's senior management is fully committed to the prevention of injury or harm to its workforce, contractors and members of the public who may be affected by its operations. They are responsible for providing an overall health and safety management system framework that is aligned to the requirements ISO45001 and capable of successfully delivering Proserv's health and safety objectives.

Proserv recognises that the proactive efforts and the commitment of all of its employees in health and safety matters is fundamental to the improvement of the company's performance. All Proserv employees and contractors are empowered and duty bound to:

- Take personal responsibility for their health, safety and welfare, and that of others they may impact
- Work in compliance with Proserv's standards, procedures, safe systems of work and the HSE principles, commitments and rules
- Intervene and stop any task that they feel to be unsafe, taking any necessary actions to make the situation safe
- Leadership encourages the reporting of all incidents, however minor, with the aim of creating an open culture without fear of reprisal
- Focus is given to the potential severity of incidents to maximise learning and avoid harm

Proserv is also committed to encouraging participation and consultation through engagement with workers, Safety Champions, Employee Representatives and/or other statutory representatives.

A competent workforce is essential in ensuring successful delivery of operations and Proserv is committed to providing each employee with the required training to allow them to carry out their role in a safe and competent manner, along with ensuring the allocation of suitable and sufficient resources that will enable Proserv to achieve its health and safety aims and objectives.

To ensure the ongoing suitability and the continual improvement of our health and safety performance, this policy will be reviewed on an annual basis and communicated to the workforce at all Proserv locations and be available to all interested parties.

Davis Larssen - CEO
September 2025

