

Health and Safety Policy

The Health and Safety of our employees is the number one priority for Esken. This policy outlines how we will endeavour to keep Esken a safe place to work for all of our employees, visitors, and contractors. This policy applies to all sites within Esken.

All staff share responsibility for achieving safe working conditions with the Board of Esken Limited taking overall responsibility for health and safety and the operation of this policy.

To enable us to be compliant and protect the workforce, we will meet our responsibilities under the relevant legislation, including Health and Safety at Work, etc. Act 1974, the Management of Health and Safety at Work Regulation 1999 (as amended) and other associated legislation, of which we base our internal health and safety documents, such as policies and procedures.

To comply with statutory and common law, we have insurance which covers us against any liability of death, injury, or disease, which has been suffered by one of our employees arising out of and in the course of employment, if caused by negligence and/or breach of statutory duty on the part of Esken.

As an employer, we have a responsibility towards our employees to keep you safe and free of injury or ill-health in the workplace. We will also protect those who could be affected by Esken activities or those who enter onto our sites against the risk to health and safety.

Esken will provide the resources you need to enable you to do your job safely. Esken will take all reasonably practicable precautions to ensure the Health, Safety and Welfare of its employees by:

- Providing sufficient resources for the management of health and safety.
- Providing, and maintaining, plant and systems of work that are safe and without risks to health, a safe place of work and a safe system of work.
- Ensuring the safety and absence of risk to health in connection with the use of; handling, storage and transport of articles and substances.
- Providing such information, instruction, training, and supervision as may be necessary to ensure the health and safety at work of its employees.
- Producing risk assessments and make these available to employees.
- Taking appropriate preventive/protective measures.
- Providing employees with occupational health surveillance appropriate to the activities we undertake.
- Appointing competent personnel to secure compliance with statutory duties and the requirements within our documented Health and Safety Management System.
- Seeking continual improvement in the management of health and safety by setting objectives.

So that we do not become complacent in our health and safety responsibilities, we will continually assess our health and safety requirements for improvement opportunities, evolving with the needs of our business.

This policy shall be formally reviewed at least annually.

Signed:

A handwritten signature in blue ink, appearing to read "D. Shearer".

David Shearer, Executive Chairman

Date: August 2021