

Quality Policy

Esken aims to meet the needs of our employees and customers at all times across all of our divisions. We will do this by providing a high quality service whilst building sustainable businesses.

We will deliver our objectives and take pride in what we do through the commitment, determination, competence and skill of our employees, and our ability to work collaboratively as a team internally and externally. It is our policy to manage all aspects of our business diligently and comply with contractual, statutory, and legal requirements.

To maintain our dedication to our employees and customers, we hold management systems within our company which conform to the principles and the quality requirements of ISO9001. The appropriate resources and the authority to support the systems will be provided to ensure they are maintained. These ensure we preserve the quality within our company and adhere with a consistent approach in what we do.

People – both our employees and customers - are at the heart of everything we do, and we encourage a partnership of working together to find and implement the best solutions, ensuring continued dependability. We are committed to innovation and investment in our services, providing customers with the highest performance solutions as we strive to continue to be the experts in our chosen fields.

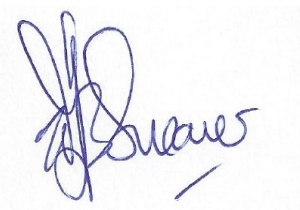
Our employees have an essential part to play in delivering a quality service and identifying ways to continuously improve our service and the management systems, and we encourage a culture where our employees feel engaged and empowered to effect change where they see fit.

A review of our policies, procedures and quality system documentation will be undertaken annually to ensure compliance, and will be audited to ensure their currency, with continual improvement sought throughout the business.

Adoption of this Quality Policy, and adherence to the related management systems and its contents is required throughout Esken considering the specific needs of the division.

This policy shall be formally reviewed at least annually.

Signed:

A handwritten signature in blue ink, appearing to read "D Shearer". The signature is written in a cursive, flowing style.

David Shearer, Executive Chairman

Date: October 2022