



HEALTH AND SAFETY POLICY

vital energi information for a sustainable future



HEALTH AND SAFETY POLICY

Policy statement: We are committed to proactively preventing injury and ill health and seek to provide a safe and healthy working environment for all stakeholders, ensuring the health, safety, and welfare of all staff, clients, visitors, contractors, and others affected by our activities.

BACKGROUND

Vital Holdings Ltd and its subsidiaries (the Company) deliver innovative, sustainable energy solutions for energy generation, distribution, and energy demand reduction that cut energy bills, consider the environment, and provide security of supply. We focus on three main areas: creating sustainable and viable means of generating and distributing energy; the management, measurement, and reduction of consumption; and the long-term operation and maintenance of low or zero-carbon energy infrastructure.

POLICY PURPOSE

The purpose of this policy is to demonstrate our commitment to health and safety. We continuously seek to improve our performance and foster a culture where every individual can return home safely and in good health. The Company is also committed to full compliance with the Building Safety Act, ensuring clear accountability, competence, and transparency across all stages of project delivery. We maintain the 'Golden Thread' of building information and foster a culture of safety, collaboration, and continuous improvement to protect people and places.

ROLES AND RESPONSIBILITIES

This policy applies to all Vital employees and those working on our behalf; everyone is responsible for ensuring the policy is adhered to. This policy is one of several that exemplify our commitment to transparency and our stakeholders, reinforcing Vital's reputation as a responsible company to work for, buy from, invest in, and partner with. This policy is owned by the Health & Safety Director, with ultimate oversight resting with the Vital Group Board, including approval of any changes to the policy.

PRINCIPLES OF CONDUCT

To foster a workplace culture centred around health, safety, and well-being, we have implemented guiding principles that serve as the foundation for our commitment.

Our principles of conduct for **Health and Safety** are grounded in the following core values:

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| <p>1 Actively promote a culture where Health and Safety are of utmost importance, requiring all employees to uphold personal responsibility and accountability for their actions.</p> | <p>7 Appoint competent persons to fulfil statutory duties and provide guidance on Health and Safety management procedures.</p> |
| <p>2 Maintain a safe and healthy working environment and safe systems of work across all aspects of our operations, including the design, construction, operation, and maintenance of all plant, equipment, and facilities.</p> | <p>8 Ensure the Company has the necessary management framework to protect the health, safety, welfare, and wellbeing of all employees, contractors, visitors, and the public, including management of psychological risks.</p> |
| <p>3 Assess the competence of our employees and supply chain to ensure they can safely undertake the activities expected of them.</p> | <p>9 Identify hazards, assess risks and, where reasonably practicable, eliminate or reduce risk to an acceptable level to prevent injury and work-related ill-health.</p> |
| <p>4 Provide appropriate welfare facilities and ensure adequate first-aid arrangements are in place to support employee well-being and comfort.</p> | <p>10 Maintain a systematic and measurable approach to monitoring Health and Safety performance, including incident investigations, audits, and reporting mechanisms to ensure continuous improvement and learning.</p> |
| <p>5 Consult with employees and other stakeholders on Health and Safety matters, respecting their rights and concerns.</p> | <p>11 Adopt industry-recognised standards for Occupational Health and Safety management and maintain all necessary independent certifications to ensure consistent performance and continual improvement across our business.</p> |
| <p>6 Ensure employees have the right to refuse work on Health and Safety grounds without fear of disciplinary action.</p> | <p>12 Provide employees with the necessary information, instruction, training, and supervision to ensure safe performance of work and ensure Health and Safety procedures are understood and adhered to.</p> |

Furthermore, the responsibility for enforcing and updating this policy rests with the individual appointed to lead Health and Safety within the organisation, as designated by the Vital Group Board. The Board also ensures the policy remains aligned with company values and strategic goals.

CONTINUAL IMPROVEMENT

We are committed to maintaining high standards of health, safety, and well-being. We actively invest in our staff's professional development to cultivate a culture and environment that supports the sustainable growth of our Company. We are committed to conducting regular audits, gathering employee feedback, and providing ongoing training to ensure our practices align with our vision, scope, and ambition. In line with our commitment, we will communicate this policy to all employees and organisations working on our behalf. The most recent version of this policy will be available on our website for interested parties to openly review. We will review this policy at least annually.

BOARD APPROVAL

This statement has been approved by the Chairman and Chief Executive Officer:


Gary Fielding

Chairman

Date: March 2026


Ian Whitelock

CEO

Date: March 2026