



VITAL ENERGI UTILITIES LIMITED HEALTH & SAFETY POLICY SIGNED STATEMENT

Vital Energi is committed to preventing injury and ill health and seeks to provide a safe and healthy working environment for all stakeholders, ensuring the health, safety and welfare of all staff, clients, visitors, contractors and other people who may be affected by our activities.

We recognise that high standards of health, safety and wellbeing are an integral element of efficient business, and by investing in the professional development and advancement of our staff, we will provide the culture and environment conducive to the sustainable future growth of Vital Energi.

Vital Energi also fully accepts and appreciates its responsibility for the management of health and safety placed upon it by legislation and seeks to ensure adequate resources and appropriate arrangements for the recognition, control and management of risk. All work activities are planned and coordinated from the outset, with constant consideration for health, safety, and welfare.

To achieve this, the company's allocation of responsibility and practical duties for delivering safety and health is shared by both management and all other levels of the business.

WE WILL:

- Actively encourage behaviours that ensure Health and Safety are not compromised for the sake of other objectives, requiring every employee to take personal responsibility and accountability for their acts.
- Provide a safe working environment and safe systems of work through design, construction, operation and maintenance of all plant, equipment and facilities.
- Assess the competence of our employees and supply chain to execute the activities they are expected to undertake.
- Providing employees with such information, instruction, training, and supervision are necessary to enable the safe performance of work.
- Consult with employees and others affected by its activities on health and safety matters. Recognising the right of an employee to be able to work in a safe environment and as such, the legitimately to refuse to work on the grounds of health and safety will not be subject to disciplinary action, no punitive action will be taken against any worker who raises a health and safety concern.
- Appoint competent persons to meet statutory duties coaching on our established procedures for all health and safety management.
- Ensure Vital Energi has the necessary management framework to protect the health and safety of staff and achieve compliance with health and safety legislation.
- Identify hazards, assess risks and, where reasonably practicable, eliminate or reduce risk to an acceptable level to prevent injury and work-related ill-health.
- Implement a systematic and measurable approach to monitoring of performance, through the use of leading and lagging indicators, including the thorough investigation of incidents and independent audits, to ensure the suitability of Health and Safety processes, management controls and any corrective actions; alerting potentially affected individuals and authorities of any health and safety incidents in a timely and effective manner and sharing lessons learnt internally and externally.
- Comply with other applicable requirements in certification schemes adopted by the company and other stakeholders, helping to ensure continuous improvement.
- Provide appropriate welfare facilities for all employees.

WE AIM TO:

- Provide an occupational health and safety strategy to support industry best practices.
- Promote and encourage mutual respect for people involved in our work activities and the communities in which we work.
- Facilitate the sharing of knowledge and lessons learned, both internally and externally.
- Provide an effective and continually improving health and safety management system that meets the ISO 45001 standard requirements.

As part of our commitment, we will communicate this policy to all employees and organisations working on our behalf and ensure the latest version is made available on our website to be openly viewed by interested parties as appropriate.

Gary Fielding
Chairman
Date: February 2022

Ian Whitelock
Chief Executive Officer
Date: February 2022