



Health, Safety and Wellbeing Policy

At OnPath Energy we are committed to the health, safety and wellbeing of all persons involved with our business activities. We make health, safety and wellbeing an integral part of everything we do and ensure that it is embedded in the training of our people, the robustness of our controls, our communications across our activities and within our business culture.

We believe that the health, safety and wellbeing, both physical and mental, of our employees is an important factor in contributing to the business success. We take all reasonably practicable measures to ensure a safe environment, continually reviewing and improving our health, safety and wellbeing standards. We provide specialist health and safety advice whenever and wherever required and encourage a positive health, safety and wellbeing culture throughout OnPath Energy.

Our DIRECTORS will show strong and active leadership in health, safety and wellbeing – and will ensure that:

- An appropriate health and safety management system is in place, regularly monitored and updated.
- Appropriate resources are in place to enable the business to provide a safe and healthy working environment.
- A positive health, safety and wellbeing culture is promoted across the business with our employees, contractors, consultants, suppliers and, where possible, within the local communities that host our development.
- Appropriate health and wellbeing support is provided to the benefit of both the employee and the business.

All MANAGERS are responsible for:

- The implementation of this policy and for ensuring risks to the health, safety and wellbeing of all are identified, assessed and that safe systems of work devised.
- Communicating the health, safety and wellbeing responsibilities to all employees within their business area(s) as defined within our 'Responsibilities and Accountabilities' document.
- Ensuring health and safety incidents are investigated promptly and appropriate remedial actions undertaken.
- Ensuring all employees are competent to undertake tasks assigned to them and have appropriate information, instruction, training, supervision and equipment to enable them to work safely, responsibly and efficiently.
- Directing their teams to the tools and support available.
- Developing safe systems of work in consultation with representatives of those who will be affected by such systems.
- Setting key performance indicators so that our health, safety and wellbeing performance can be monitored, communicated and improved.

All employees, CONTRACTORS, SUPPLIERS and CONSULTANTS appointed by the business are required to:

- Take responsibility to look after their own health, safety and wellbeing.
- Prevent health and safety incidents and understand that all risks can be managed.
- Only undertake tasks which they are trained and competent to perform.
- Work safely and efficiently, ensuring workplace equipment is used correctly.
- Report incidents or concerns that may lead or have led to injury, damage or impact on wellbeing.
- Co-operate and assist in the investigation of an incident with the object of introducing measures to prevent a re-occurrence.
- Work in accordance with any workplace safety instructions.
- Set an example of safe behaviour.
- Contribute to the safe working performance, with all empowered and expected to stop work if conditions or behaviours are thought to be unsafe.

Signed for and on behalf of the board by:

RICHARD DUNKLEY • CEO
December 2024