



Health and Safety Policy

OEG is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health to all persons affected by its activities.

This shall be done by eliminating hazards at source, supporting employee wellbeing and the reduction of risk so far as is reasonably practicable.

To achieve this all parts of the business shall:

- Set, manage and measure appropriate health and safety aims and objectives
- Fulfil its relevant legal and other requirements
- Actively seek opportunities for continual improvement of its health and safety management system and performance
- Consult with employees on health and safety issues and support their participation in these where relevant
- Report on agreed health and safety key performance indicators

OEG Senior, Divisional and Regional Leadership Teams have overall responsibility for the implementation and effectiveness of the region's policies, procedures, work instructions and the regions health and safety performance. They shall provide leadership by demonstrating their commitment to health and safety.

OEG Operational and Line Managers have the day-to-day responsibility for the health and safety management of personnel under their control, and the setting of health and safety objectives. They shall ensure employees are provided with a safe working environment, safe plant and equipment and effective information, instruction and training to undertake their duties.

All OEG Employees are required to undertake the health and safety responsibilities defined by their role to protect their own health and safety and that of others affected by their actions.

Our aim is to promote a positive health and safety culture, where all parties are actively encouraged to report hazards, near misses, incidents and opportunities for improvement without fear of reprisal.

Such near misses and incidents shall be investigated openly with the focus being learning from these to prevent recurrence and the sharing of these lessons across the organisation.

I remind all employees that they have a critical role to play in the implementation and effectiveness of our health and safety provision, that our management systems are intended to protect your safety and that of your colleagues, and that we all are accountable for our health and safety performance.

To support this OEG operates a Stop Work Authority, which empowers any person on any of our sites to stop any task they believe to be unsafe.

A handwritten signature in black ink, appearing to read 'JL Heiton'.

John Heiton

CEO

26 March 2025