

UPP Group Holdings Ltd

Safety, Health, Environment and Quality Policy Statement



Our approach to safety, health, the environment and quality is paramount as it supports our people, our customers, our partners and our business. At UPP, protecting the environment and our people's safety, health and wellbeing, is everyone's responsibility. UPP recognises that climate change is relevant to our business and our stakeholders. We have certified Safety, Health, Environmental and Quality Management Systems in place and are committed to continual improvement.

We are committed to:

- the prevention of injury and ill health associated with our activities, doing everything safely and responsibly or not at all.
- protecting the environment, using resources efficiently, minimising carbon emissions and enhancing biodiversity.
- delivering consistently high-quality infrastructure and services.
- as a minimum complying with our legal requirements and other obligations.
- eliminating hazards and reducing occupational health, safety, environmental and quality risks.
- monitoring our safety, health, environment and quality performance, setting objectives, monitoring performance indicators and incidents ensuring effective action is taken to manage risks to people and the environment.
- the continual improvement of our safety, health, environmental and quality management systems
- meeting customer and stakeholder expectations.
- ensuring effective communication, consultation, and participation of employees, and where they exist, employee representatives and residents as appropriate.

In support of this commitment, we will:

- effectively manage the risks to our residents, employees, contractors, third parties and the environment, empowering our employees and contractors working for us to stop the job if unsafe-'if it's not safe we don't do it'.
- develop and follow safe systems of work so that people are equipped to manage safety, health, environmental and quality impacts, risks and obligations, ensuring operations and maintenance activities are safe and the impact on the environment is minimised and are delivered to a high standard.
- ensure safety, health, environmental and quality impacts and risks are assessed including prior to the introduction of any new, or changes to existing, plant, equipment, or processes.
- monitor and continually reduce our utility consumption, where possible, and ensure that we are minimising pollution, enhancing environmental performance and protecting the environment as far as possible.
- provide and maintain asset, plant and process information.
- ensuring all employees and contractors understand their responsibilities in delivering safe, healthy, and environmentally responsible outcomes for our people, residents, and visitors.
- Ensuring as far as possible contractor, working on our behalf are competent to do so and have systems to comply with all relevant legislation, standards, procedures, and other obligations.
- ensure that training and awareness focuses on physical and mental health and wellbeing.
- provide health and wellbeing support to help employees manage their own personal wellbeing.
- provide direction, training, supervision and, where appropriate, specialist support to employees, and contractors to enable them to discharge their duty to work responsibly and with due consideration for safety, health, and environment.
- provide appropriate health surveillance for employees exposed to occupational health risks.
- develop, practice, and maintain emergency plans.
- review all accidents and incidents and communicate and embed lessons learned.
- conduct audits to highlight areas of good practice and concern.
- ensure that managers and staff have access to competent specialist advice.
- provide this policy statement upon request to interested parties.

Signed:

Elaine Hewitt
Chief Executive Officer - UPP Group Holdings Ltd

Date: 10 September 2025