



## Health, Safety and Wellbeing policy

The highest priority for our business is the health, safety and wellbeing of our employees and those who may be impacted by our activities. We are committed to taking all reasonable and practicable steps to aid and promote the working conditions that help us achieve this objective. The management of health and safety is an integral part of this and all individuals have the responsibility to ensure their own safety and that of their colleagues. The Board expects all employees to recognise these responsibilities and exhibit this through their approach and attitude at work. To support and enforce this policy Infinis is committed to:

- pursuing continuous improvements in health, safety and wellbeing performance through the setting, communicating and reviewing of specific, measurable and accountable objectives
- providing systematic devolution of responsibility for health and safety from the Board to appropriate levels and individuals within the organisation
- systematically identifying hazards and adequately assessing and controlling risks to which employees and others may be exposed
- taking all reasonable steps to prevent accidents and cases of work-related ill-health
- developing and maintaining a positive health, safety and wellbeing culture through communication and consultation with employees
- providing and maintaining safe plant and equipment
- ensuring safe handling and use of substances used at work
- providing information, instruction, supervision, and training as part of ensuring competence and developing employees as a key resource
- providing appropriate training and support to promote and assist the wellbeing of its employees
- complying with and where appropriate improving on the requirements of BS ISO 45001 and all legislative controls.

The ultimate accountability for health and safety lies with the Infinis Board which ensures that it is given and retains the highest of priorities.

The Chief Executive Officer has ultimate day to day responsibility for the implementation of this policy and delegates line management responsibility requiring commitment from all employees, consultants and contractors. Specific arrangements and organisational responsibilities are detailed in HSQE Policy Arrangements as updated with the approval of the Chief Executive Officer from time to time. Adherence to this policy and associated procedures is a condition of employment for staff of Infinis (including its subsidiaries) and a condition of engagement for consultants and contractors.

The Board reviews this policy at least annually and updates it as required, monitoring its implementation on an ongoing basis.

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*Shane Pickering*

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Shane Pickering  
Chief Executive Officer

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