

Policy: Health, Safety and Wellbeing

Introduction

This Statement sets out the policy of Envolve Infrastructure Limited (the “Company”) in respect of any employee, self-employed person and contractor under our control whose health and safety may be affected by our work activities. Its intention is to assist in protecting all our personnel whilst at work and to assist the Company in fulfilling its legal and moral obligations. The policy is also intended to assist in ensuring that all Clients, visitors and other persons who may come into contact with our Company or its premises or its activities (whether or not work-related) are not adversely affected by our operations with regard to their health and safety.

All employees of the Company will always exercise diligence in ensuring that this policy is adhered to. Responsibilities of individuals are determined by their grade of employment as detailed elsewhere in this Policy. Envolve Infrastructure has implemented a formal health and safety management system (HSMS) which sets out arrangements and procedures to ensure knowledge of and adherence to compliance obligations, and which satisfies the requirements of ISO 45001:2018 including the commitment to the prevention of injury and ill health, promoting good mental health and wellbeing with a view of driving continual performance evaluation and improvement, and the setting of strategic occupational health and safety objectives.

The Company will undertake, so far as is reasonably practicable, the followings: -

- The provision and maintenance of plant, facilities and systems of work that are safe and without risks to health and places of work and work environments which are safe and without risks to health, including welfare at work, safe access to and egress from such places.
- Arrangements for ensuring safety and absence of uncontrolled risks to health in connection with the supply, use, handling, storage and transporting of articles and substances.
- The specific provision of welfare facilities to a standard no less than that set down in Regulations 20 - 25 of the Workplace (Health, Safety & Welfare) Regulations 1992 or, where relevant, Schedule 2 of the Construction (Design & Management) Regulations 2015.
- The provision of such information, instruction, training, and supervision as is necessary to ensure the health and safety at work of employees, contractors and visitors.
- Adequate arrangements to ensure that employees or their representatives are given every facility for consulting with management and participating in promoting and developing measures to ensure the health and safety at work of all employees.
- Planning, systems, controls and procedures to ensure that all operations and activities are executed at all times in such a manner that persons not in our employment who may be affected by such operations are informed about the need for adhering with the provisions of this Policy and not exposed to risks to their health and safety.

This Policy and its associated documentation will be reviewed after changes in legislation, changes in the structure of the Company, in the light of additional knowledge or information becoming available, and in any event annually. This policy and the obligations and responsibilities required by our HSMS have been communicated to all employees and persons working on our behalf. Our H&S Policy is available to our interested parties on request.

Name: Jamie Prichard

Managing Director on behalf of Envolve Infrastructure Ltd.

Signed:



Date: 1st December 2025

To be reviewed: Dec 2026