



TECHNICAL COMPETENCE POLICY

The objective of SAR Metals is to provide efficient purchasing and collection of potentially valuable waste materials, and to process them to allow customers to extract the valuable contents as profitably as possible. An essential requirement is to continue to meet the compliance obligations laid out in our permit & elsewhere.

The company is committed to

- comply with the requirements of the environmental permit
- maintain competence, and
- continually improve the competence management system to enhance environmental permit compliance.

In order to meet this commitment, the Company will maintain a competence management system based on, & certified to, the latest version of The Energy & Utilities Competence Management System

In particular, the Company will:

- Through internal audit and management review, set and review measurable objectives and targets that will help maintain adherence to compliance requirements, including:
 - Ensure customer, supplier and regulatory legal documentation they require is produced by the company is correct and full
 - Identify the relevant competencies needed and ensure they are present within the Company
- Select and work closely with suppliers who enable the Company to create and deliver a reliable performance and comply with all relevant permit & other environmental requirements
- Recruit employees who are suitably qualified and competent to maintain and enhance environmental permit compliance
- Continue to implement an ongoing compliance training and awareness program
- Encourage all employees to identify problems and make suggestions to improve all aspects of the Company's environmental permit compliance system.
- Ensure that all employees and people doing work for us are aware of this Policy and are committed to the effective implementation of the Competence Management System
- Ensure that the Company complies with all necessary regulatory and legal requirements

The continual improvement of the Company's Competence Management System is fundamental to the success of its business and must be supported by all employees and people doing work for us as an integral part of their daily work.

Signed on behalf of SAR Metals:

A handwritten signature in black ink, appearing to read "Scott Barry", with a long horizontal line extending to the right.

Position: **MANAGING DIRECTOR**
SCOTT BARRY

Date: **19/1/2026**