

At Elemental Energies we are committed to ensuring the health, safety, and welfare of all employees, clients, contractors, visitors, and any other persons who may be affected by our work activities. Elemental Energies shall proactively meet or exceed all occupational health and safety regulations in the regions that we work, and we shall identify and satisfy all legislative requirements.

Policy Objectives

- To create a safe working environment that promotes the health well-being of employees and others.
- Prevent accidents and work-related ill health by managing health and safety risks in the workplace and associated with our activities.
- Provide clear information, instruction and training, to ensure employee competence.
- Engage and consult with employees on day-to-day health and safety matters.
- Implement all necessary emergency procedures to safeguard all personnel at our offices, sites and activities.
- Maintain safe and healthy working conditions, eliminate hazards and reduce risks.
- To encourage employee involvement in health and safety through consultation and participation.
- To comply with all relevant health and safety laws, regulations, and standards.

Responsibilities

- **Management:** The CEO is responsible for this health and safety policy, ensuring that adequate resources are allocated to health and safety management, and that all employees are aware of their responsibilities.
- **Employees:** All employees are responsible for following health and safety procedures, reporting hazards, and cooperating with safety protocols. Employees are encouraged to raise any safety concerns and suggest improvements.

Risk Management

All Elemental Energies personnel are required to apply the hierarchy of risk control measures to the occupational health and safety risks that we encounter throughout our business activities to reduce the risk to as low as is reasonably practicable (ALARP). Risk identification, assessment and evaluation shall be carried out to ensure suitable and sufficient control measures and safeguards are applied.

Health and Wellbeing

Elemental Energies is committed to the health and wellbeing of employees. We will encourage practices that promote physical and mental health, including the provision of proactive employee advice and support services.

Stop Work Authority (SWA)

All employees, contractors, and visitors have the right and responsibility to stop work immediately if a task is unsafe, unclear, or poses a risk to health, safety, the environment, or asset integrity, without fear of reprisal. When work is stopped, the area must be made safe and the supervisor notified. Work may only resume once risks are reduced to ALARP and safe arrangements are agreed. All Stop Work interventions are recorded and reviewed to support continuous improvement. Elemental Energies employee SWA expectation is both on controlled and non-controlled facilities and work sites and all SWA will be fully supported by Elemental Energies Senior Management.

Monitoring and Review

We will regularly review our health and safety policies, practices, procedures and systems to ensure they remain effective, in line with industry best practices and compliant with the latest legal and regulatory requirements ensuring we continually improving our management system.



Mike Adams

Elemental Energies CEO
3rd June 2026

Elemental Energies is committed to delivering consistently high-quality services that meet or exceed the expectations of our clients, partners, employees, and other interested parties. Quality is fundamental to our business performance, reputation, and long-term sustainability, and underpins how we plan, manage, and execute all our activities.

To achieve this commitment, Elemental Energies operates an integrated Quality, Health, Safety and Environmental Management System that is certified to ISO 9001:2015 and aligned with applicable statutory, regulatory, and contractual requirements. This management system provides a structured framework for governance, leadership, risk-based thinking, operational control, assurance, and continual improvement across all business activities.

Elemental Energies will achieve and maintain high quality standards by:

- Clearly understanding the needs and expectations of our clients and ensuring that services and deliverables are designed, planned, executed, and verified to meet agreed requirements and applicable industry standards.
- Establishing, implementing, and maintaining effective processes and controls that support consistent service delivery, defect prevention, and right-first-time performance.
- Complying with all applicable legal, regulatory, contractual, and other requirements relevant to our operations and services.
- Applying risk-based thinking to identify, assess, and manage risks and opportunities that could affect service quality, customer satisfaction, or business performance.
- Ensuring that roles, responsibilities, authorities, and competencies are clearly defined, and that personnel are suitably competent, trained, and empowered to perform their duties effectively.
- Promoting strong leadership, engagement, and accountability for quality at all levels of the organisation, supported by clear objectives and performance indicators.
- Maintaining effective control and assurance of outsourced activities, suppliers, and supply-chain partners to ensure they meet Elemental Energies quality expectations and standards.
- Monitoring, measuring, auditing, and reviewing the performance and effectiveness of our processes, services, and management system through internal audits, management reviews, performance reporting, and client feedback.
- Learning from experience by investigating nonconformities, implementing corrective and preventive actions, and sharing lessons learned to drive continual improvement.
- Encouraging a culture of continual improvement, collaboration, and innovation, where feedback is actively sought and used to enhance service quality and business performance.

This Quality Policy is communicated, understood, and applied throughout Elemental Energies and is made available to relevant interested parties. Senior management is fully committed to providing the leadership, resources, and oversight necessary to implement this policy and to continually improve the effectiveness of the Elemental Energies Management System.

This policy is reviewed periodically as part of the management review process to ensure it remains appropriate to the organisation's purpose, strategic direction, risks, and opportunities.



Mike Adams

Elemental Energies CEO
3rd June 2026

Elemental Energies is committed to protecting the environment, and shall conduct our business in an environmentally responsible, sustainable and transparent manner.

In adopting this Policy, Elemental Energies personnel are aware of and ensure the environment is adequately considered throughout all work with our partners, contractors and clients.

Commitments set out in here are designed to protect the environment, promote the sustainable use of resources, and prevent pollution. We prioritise actions required to control negative impacts by fostering measures that promote circular economy principles, energy efficiency, and reduce climate change impact. We identify environmental and sustainability aspects and objectives for protection and awareness both as a company and on project specific basis.

Elemental Energies intends to achieve continual improvement of the EEMS and environmental performance in accordance with ISO 14001:2015. In addition, this policy ensures that we operate in line with applicable UN Sustainable Development Goals including mitigating climate change.

Elemental Energies proactively seek to align with government and industry defined net zero commitments and other climate targets as applicable within our business activity locations.

Adopting this Policy, Elemental Energies is committed to:

- Ensure fulfilment of compliance obligations including legal requirements and those based on the needs and expectations of our stakeholders.
- Reduce the impact of our business activities on the environment by minimising the use of energy and resources, reducing the amount of waste and preventing pollution.
- Identify environmental aspects and impacts and implement monitoring and audit programmes.
- Make available the necessary framework and resources to set environmental objectives and targets and to ensure that these, and the integrated Elemental Energies Management System, are continually reviewed and improved upon where appropriate.
- Ensure continual improvement through monitoring, management reviews and implementation of improvement actions.
- Stopping work activities where concerns are identified regarding environmental risks or practices that may lead to unacceptable environmental harm.

It is the responsibility of all employees along with direct contractors to strive to optimise environmental performance including reduction of emissions in day-to-day activities and ensure that all environmental procedures affecting their work are fully implemented and followed.

It is the responsibility of Management and Supervisors to ensure that this Environmental Policy is communicated and implemented within all Elemental Energies business activities including to direct contractors.

It is the responsibility of all Elemental Energies employees and direct contractors to identify potential for conflict between business activities and environmental protection and elevate such issues to Senior Management for the appropriate action.



Mike Adams

Elemental Energies CEO
3rd June 2026