

This document contains the Health and Safety Policy Statement, Organization and an outline of the Health and Safety Arrangements of ERI Corporation and will be distributed to all employees. It is the responsibility of all employees to know and understand the contents of this document.

Health and Safety Policy Statement

We are committed to providing safe, and healthy working conditions for the prevention of work related injury and health, and to this end will pursue continual improvements from year to year.

We undertake to discharge our statutory duties by:

- Fulfilling our legal requirements and other requirements
- Identifying and eliminating hazards in the workplace to reduce risks by assessing the risks related to them and implementing appropriate preventative and proactive measures.
- Providing and maintaining safe work equipment.
- Establishing and enforcing safe methods of work.
- Recruiting and appointing personnel who have the skills, abilities and competence commensurate with their role and level of responsibility.
- Ensuring that tasks given to employees are within their skills, knowledge and ability to perform.
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate.
- Promoting awareness of health and safety and of good practice through the effective communications of relevant information
- Consultation and participation of works, and, where they exist, workers representatives
- Furnishing sufficient funds needed to meet these objectives.

All employees on their part are encouraged to contribute actively towards achieving a work environment that is free of accidents and ill health.

Our health and safety policy will be reviewed annually to monitor its effectiveness and to ensure that it reflects changing needs and circumstances.

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01	August 2023	ERI.POL.S8	M Parker	U Fiorentini
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Organisation and Responsibilities

ERI Corporation accepts its moral and legal responsibilities with regard to health, safety and welfare. It is therefore the Company's policy to ensure that its business activities are planned and implemented in such a manner as to ensure that, so far as is reasonably practicable, the health, safety and welfare of employees, contractors and other affected parties is not at risk.

The Company recognises that health, safety and welfare must be considered with equal importance to all other commercial considerations and will therefore fully support this policy and those having responsibilities within its operation.

Employees who authorise and control business activities such as Directors, Managers, Supervisors and Line Leaders (hereafter 'Managing Employees') are responsible for the consideration of health, safety and welfare within their respective areas of functional control and, where applicable, that the Company's products and their subsequent use comply with all known relevant standards and legislative requirements.

It is the duty of Managing Employees to ensure that their responsibilities with regard to health, safety and welfare are adequately delegated in their absence.

Company employees and contractors must ensure that they plan, design and implement working systems that allow them to carry out their business activities, and the use of associated plant or equipment, in a safe and considerate manner paying due care and attention to their own health, safety and welfare and also that of other affected parties.

Appropriate disciplinary action will be taken against any employee of the Company who knowingly and flagrantly disregards the Company Health and Safety Policy.

The ultimate responsibility for health and safety rests with the Company's CEO and is fulfilled in conjunction with the Health and Safety Officer who has specific responsibility for the provision and periodic review of a Company Health and Safety Policy.

The Company Health & Safety Officer will ensure the implementation, ongoing operation, and periodic review of an appropriate and effective Safety Management System to satisfy the requirements of the Company Health and Safety Policy.

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Safety Management System

Minimum levels of PPE are agreed with external Health and safety Consultants and recorded in the Personal Protective Equipment folder. Signage in production areas reminds all staff of the required PPE. Area Managers are responsible for ensuring staff have access to and wear suitable PPE.

All staff have the responsibility for reporting Accidents (where an injury has occurred), Near misses (where an injury could have occurred) and Incidents (observation of dangerous situation) to their immediate managers.

Managers are responsible for reporting Accidents, Near misses and Incidents to the Health and Safety Officer or HR team who will then carry out and document the investigation, review and corrective action process.

Areas for safety walks are defined and recorded by the Health and Safety Officer. Planned and random walks will be conducted and recorded in the Safety Walk folder. Planned walks will follow the minimum periods laid out in the Safety Walk calendar. Random walks will also be recorded in the calendar.

A summary of 'accident, incident, near miss' and 'safety walk findings' will be submitted to senior management on a monthly basis by the Health and Safety Officer for formal review. The summary document allows repeat incidents and trends to be identified. Decisions and further corrective action are recorded by the Health and Safety Officer in the same document. All documentation is stored in the relevant folders.

The Senior Management Safety team responsible for reviewing Safety Walk findings and Accident records will include but not be limited to COO, Quality Manager, Health and Safety Officer, HR Manager.

Operation of the Company Safety Policy and Safety Management Systems

The Company Health & Safety Officer will...

- Understand fully the requirements of the Company Health and Safety Policy and be responsible for its controlled issue and the communication of its requirements to all associated parties.
- Design, implement, maintain and review an appropriate and effective Safety Management Systems through which to satisfy the requirements of the Company Health and Safety Policy.
- Plan, recommend and actively support communication and training to meet the requirements of the Company Health and Safety Policy, support the ongoing operation of the Safety Management System and enhance employee health and safety awareness.
- Perform regular audits or safety walks to ensure business compliance with the Company Health and Safety Policy and the effective operation of the Safety Management System

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issuing corrective action requests and offering recommendations for improvement where necessary.

- Provide guidance, or where necessary perform, risk assessment and ensure that significant risks identified are rated in order of priority and where necessary the provision of funding is recommended for approval.
- Be responsible for ensuring management review of significant risks identified and the progress of associated preventative and/or protective measures recommended for controlling, reducing or eliminating such risks.
- Plan, schedule, participate in and keep record of Safety Team meetings
- Provide advice and support to employees on all matters relating to health and safety.
- Oversee Statutory Inspections with the cooperation of Managing Employees.
- Provide full support in the event of serious accident or incident involving personnel, plant, equipment or facilities undertaking situation management and reporting fully on its nature and implications.
- Liaise with enforcing authorities and make statutory notifications.

Managing Employees will...

- Understand fully the requirements of the Company Health and Safety Policy and ensure that all employees, contractors and other parties affected by business activities within their area of control comply with its requirements.
- Ensure that all employees within their area of control receive adequate training, instruction and supervision in all tasks to be undertaken.
- Ensure that plant, equipment, facilities and environment within their area of control are adequately maintained and without risk.
- Ensure that where issued Personal Protective Equipment (PPE) is fit for use, suitable for the purpose, does not interfere with work activities or other equipment provided in the interest of safety and is checked and maintained in serviceable condition.
- Ensure that all accidents, incidents and near misses occurring within their area of control are reported in accordance with the Company Health and Safety Policy and, where appropriate, report immediately serious accidents or incidents to the Health and Safety Manager or HR Manager.
- Actively support the Company Health and Safety Policy and communication of its requirements to all employees setting a personal example at all times with regard to health and safety.

All Employees will...

- Take reasonable care of their own health and safety and that of others who may be affected by their actions or omissions throughout the course of their business activities, acting in

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accordance with the Company Health and Safety Policy and setting a personal example at all times.

- Not indulge in bad behaviour or practical joking which can put others at risk.
- Actively support the operation of the Company Health and Safety Policy in establishing safe and healthy working conditions consistent with statutory duties or requirements.
- Report immediately all potential health and safety hazards, perceived risks and/or defective arrangements/procedures to Managing Employees, or where necessary to the Company Health & Safety Officer or HR Manager.
- Undertake all business activities in accordance with training and instruction provided consulting Managing Employees in the event of uncertainty and never subjecting themselves or other affected parties to unnecessary risks.
- In accordance with training and instruction, make full and proper use of works equipment, safe systems, Personal Protective Equipment (PPE) or any other measures provided in the interest of health and safety, reporting immediately any loss, defect or shortcomings to Managing Employees

Arrangements with Regard to Health and Safety

This section summarises significant arrangements made by the Company with regard to the management of health and safety at work.

Safety Management System

The Company seeks to manage and continually improve its health and safety performance by the identification, prioritisation, and where reasonably practicable, elimination of significant health and safety risks. Managing Employees recognise that health, safety and welfare must be considered with equal importance to all other management responsibilities and will therefore seek to develop safe working systems and operations within their areas of functional responsibility.

The assessment and review of health and safety performance and significant risk is carried out in documented management meetings including the Senior Management Safety team. It is the responsibility of the Health and Safety Officer present to ensure that significant risks identified are fully understood, assessed and prioritised and recommendations for their control or elimination implemented. The ultimate approval for significant funding in relation to health and safety resides with the CEO.

Monitoring, Audit and Review

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Proactive monitoring of the Safety Management System will be achieved through Health and Safety Walks, Audits or Inspections by the Health and Safety Officer.

Health and Safety Walks, Audits or Inspections will record conformity or non-conformity in relation to the Safety Management System and/or processes and procedures.

Review of findings and decisions on corrective actions from Health and Safety Walks, Audits or Inspections will be the responsibility of the Senior Management Safety team.

Routine Hazard Reporting

If at any time employees consider that plant, equipment, facilities and/or environment associated with their business activities pose a significant risk to health and safety, they will immediately inform the Managing Employee responsible for their business area who will report the matter under the guidance of the Company Health and Safety Policy.

First Aid, Accident and Incident Management and Reporting

The Company has a number of employees trained and competent in the methods and administration of First Aid. All accidents are reported to First Aiders who assess and where possible treat injuries, arrange transfer to hospital if necessary or advise the affected party to seek medical advice from their GP. The details of reported accidents will be reported in accordance with the Company Health and Safety Policy and recorded in the Company Accident Documentation.

Personal Protective Equipment (PPE)

Where general risk assessment or external Health and Safety Review indicates the requirement for Personal Protective Equipment (PPE), Managing Employees will ensure that it is fit for purpose and employees within their functional control, permanently or temporarily employed, receive adequate training and instruction upon its type, method of use, cleaning, and maintenance. The issue of any means of PPE should be clearly recorded and accompanied by a formal communication from the Managing Employee to the wearer(s) stating either a recommendation or mandatory requirement for its use.

Training

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The Company is committed to the ongoing development of its employees' competency and knowledge through training and instruction relating to both job skills and health and safety awareness.

On this basis the Company operates a structured system of induction, task and development training under the responsibility of the Human Resources who, in conjunction with Managing Employees, will coordinate the specification, implementation, review and recording of employee training needs.

Health and safety training encompasses many areas of work including safe use of machinery and lifting and manual handling.

Fire Safety and Emergency Arrangements

The Company will regularly maintain its arrangements with regard to the safety of its employees in the event of fire and/or other emergencies such as spillage of harmful substances or explosions.

The Health & Safety Officer will ensure that fire evacuation procedures are displayed within the business premises and clearly define evacuation and assembly points and identify the Fire Marshall appointed to act as a single point of liaison with the attending emergency services. It is the responsibility of Managing Employees to ensure that all employees within their functional control fully understand these procedures.

In the event of an emergency all employees should vacate company premises via the nearest point of egress and report immediately to their designated assembly point, here they should be accounted for by the Managing Employee in attendance. It is the responsibility of Managing Employees in attendance to ensure that upon evacuation any employees unaccounted for are reported immediately to the designated Fire Marshall.

The Health & Safety Officer will ensure that company equipment supplied in the interests of fire safety is regularly checked and maintained in serviceable condition, where necessary by specialist contractors.

Substances Hazardous to Health

Prior to the introduction of potentially harmful substances, Managing Employees will ensure that the originator of any requisition to purchase such substances requests that the supplier provides a

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current Substance Data Sheet and Health and Safety Data Sheet to assist in specific COSHH Risk Assessment prior to its introduction.

At the request of Managing Employees, the Health and Safety Officer, or a suitably trained delegate, will ensure that specific COSHH risk assessments are undertaken on all potentially harmful substances/processes and, where risk assessment indicates, suitable measures for control are implemented.

Where possible Managing Employees will seek to remove or replace potentially harmful substances from business activities within their functional control. However, where it is necessary to use potentially harmful substances Managing Employees will, in conjunction with the Health and Safety Officer, ensure that safe methods of storage, transportation and use are adopted at all times.

Noise

Where general risk assessment or external Health and Safety review team identifies noise as a potential risk, the Health and Safety Officer and Managing Employees will, provide suitable Personal Protective Equipment (PPE) and issue formal recommendation that it is worn at all times within the area of risk.

Electricity

The Company shall ensure that all electrical installations are designed, constructed and maintained to be safe and to prevent danger.

To reduce risks associated with electricity the Company will ensure that installation, modification, testing and inspection of fixed and portable electrical installations is carried out by a suitably qualified, competent person who will have sufficient technical knowledge and experience appropriate to the type of installation. Alternatively the use of suitably qualified outside contractors is acceptable.

Company Declaration

The foregoing is the Health and Safety Policy of Energy Recovery Industries Corporation. It has been prepared after due consultation with those involved in its business activities.

Effective 01-August-2025

ERI CORPORATION CEO
Mr. U. Fiorentini

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