



OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENTAL POLICY STATEMENT

In line with our core values, I am committed to providing safe and healthy working conditions to prevent work related ill health and injury, as well as striving to minimize the impact we have on the environment. We strive to make meaningful improvements relative to organisational context and through the lenses of identified risks and opportunities.

WAE will establish, implement, maintain, and review a Health and Safety Management System aligned with ISO45001 and an Environmental Management System certified under ISO14001. Both will comprise policies and procedures designed to maximise the safety of our employees and minimise any adverse environmental impact at a local and global level. WAE will ensure effective communication is in place.

WAE is committed to continuous improvement, and we will monitor our performance by:

- Complying with all applicable legislation, regulation, and industry codes of practice, and with any agreed customer requirements.
- Considering any concerns from interested parties such as our parent company, employees, customers, suppliers, regulators, and the public.
- Setting annual objectives and management programs which are compatible with the strategic direction of the organisation and designed to prevent the occurrence of injury, ill health, and minimise adverse environmental impact.
- Regularly reviewing the progress against objectives and targets set and taking necessary corrective action where appropriate.
- Ensuring necessary resources are available, to operate both management systems effectively, with involvement and interaction from all levels.
- Directing and supporting employees to contribute to the effectiveness of the management systems, ensuring commitment to training, competence, consultation, and participation.
- Ensuring the policy is communicated to all employees working for and on behalf of WAE and is made available upon request to the public and other interested parties.
- Monitoring our performance by conducting inspections and audits, eliminating hazards, reducing occupational health and safety risks, minimising adverse environmental impact, identifying, and assessing significant risks and opportunities and implementing appropriate preventative and protective control measures.
- Reporting and investigating accidents, incidents, and environmental events, including trend analysis, with the objective of reducing incidents and minimising environmental impact.
- Protecting employees from reprisals when reporting accidents, incidents, and environmental events, including risk, and opportunities.

WAE requires employees, visitors, contractors, and others who work at or on behalf of WAE to share this commitment by complying with our policies and, where appropriate, our procedures and to understand that they too have legal and moral obligations to themselves and to others.

The Executive Team recognises the role good health, safety and environmental practice plays in improving business performance. They will support this commitment by ensuring that both management system requirements are integrated into business processes. WAE has appointed the Chief Operations Officer to hold corporate responsibility for health, safety, and environmental matters in support of this policy. This will be supported and coordinated by the HSE Department.

Judith Judson

CEO

Authorised: 8th November 2023

Next Review: 8th November 2024