

	<b>HSSE (Health, Safety, Security, Environment) Policy Statement</b>			Page 1 of 2
	<b>Doc. No</b>	JO-HS-POL-001	<b>Rev</b>	

## **JERA HEALTH, SAFETY, SECURITY, AND ENVIRONMENT (HSSE) POLICY**

### **Commitment to HSSE Compliance:**

JERA recognizes and accepts its legal obligations in the field of Health, Safety, Security, and Environment (HSSE) as required by UK and international legislation relevant to the Company's operations.

### **JERA is committed to:**

- Complying with all applicable laws, standards, codes, and client-specific requirements to achieve high safety performance standards.
- Maintaining a proactive approach to HSSE risk management through continuous improvement and best practice implementation.
- Integrating HSSE considerations into all aspects of our business operations.
- HSSE Management System & Continuous Improvement

### **To reinforce our commitment, JERA will:**

- Promote the continuous improvement of its HSSE Management System through visible leadership, commitment, and active participation of management and employees.
- Enhance safety performance by sharing best practices and implementing lessons learned.
- Ensure employee engagement in HSSE initiatives, fostering a culture of responsibility and accountability.
- Objectives

### **JERA aims to:**

- Provide and maintain safe workplaces and systems of work.
- Ensure the proper maintenance of all plant and equipment.
- Eliminate personal injuries to JERA employees and other stakeholders impacted by our operations.
- Establish annual HSSE objectives and targets, reviewed by senior management to ensure continual alignment with company goals.
- To achieve these objectives, JERA will:
- Allocate resources to maintain high HSSE standards across health, safety, security, environmental protection, and property protection.
- Develop and enhance employee skills and competencies to uphold safety practices.
- Educate and familiarize all employees with their HSSE responsibilities.
- Monitor and review HSSE Key Performance Indicators (KPIs) regularly, taking corrective action where necessary.
- Conduct regular consultations with employees and external stakeholders to promote ongoing HSSE improvements.
- Perform risk assessments to identify hazards and implement effective control measures to mitigate risks for personnel, the environment, property, and the surrounding community.

	<b>HSSE (Health, Safety, Security, Environment) Policy Statement</b>			<b>Page 2 of 2</b>
	<b>Doc. No</b>	JO-HS-POL-001	<b>Rev</b>	

**Responsibilities:**

JERA is committed to ensuring that all reasonably practicable measures are taken to:

- Prevent personal injury and environmental pollution in all company operations, including the design, construction, and operation of plant, machinery, and equipment.
- Maintain a safe, healthy, and environmentally responsible workplace.
- Ensure employees act in a safe and responsible manner, preventing harm to themselves and others.

**Leadership & Accountability:**

- The JERA Directors hold overall responsibility for HSSE compliance within the company.
- The QHSSE Manager, along with designated HSSE personnel, will:
  - Report directly to Company Directors.
  - Oversee HSSE policy implementation and compliance.
  - Monitor and assess policy effectiveness and advise on necessary updates to remain compliant with statutory regulations.

This policy will be reviewed periodically to ensure continued relevance, effectiveness, and compliance with evolving industry regulations and best practices.

Signed on behalf of JERA,

<b>Name:</b>	Stephen Lumsley
<b>Title:</b>	CEO, JERA
<b>Signature:</b>	
<b>Date:</b>	01-01-2025