



Health, Safety & Well-Being Policy Statement

This Policy is applicable to all ExergInc Group companies; FuturEnergySystems Ltd, SmartCityZen Ltd, Clean Heat Provision Ltd, Serendipity Energy Services Ltd and Seeking Wisdom Foundation.

ExergInc Group (“the Company”) is committed to preventing all forms of modern slavery throughout its operations and its supply chain. This Policy applies to all Group operations, subsidiaries, associate companies and its interests in Joint Venture (JV) consortia, Special Purpose Vehicles (SPVs) and companies (together “ExergInc”) and all ExergInc employees (“Employees”) and works in conjunction with related ExergInc and HR Policies and Practices. ExergInc expects similar practices to be followed by our Enterprise Partners (suppliers, subcontractors and business partners).

This policy sets out the standards with which ExergInc and employees are expected to comply with regarding the Health, Safety and Well-Being of its employees and our Client and Enterprise Partners staff and compliance with the law. These standards take precedence over local or industry wide ‘custom and practice’. Each Business Unit (BU) Managing Director and or Project Director within ExergInc is required to bring this Policy to the attention of all employees.

The Company recognises the importance of occupational health, safety and process safety in the successful operation of its activities. This policy is a declaration of the Board’s intent to establish and maintain a safe and healthy working environment where the well-being of its staff, supply chain and all other stakeholders engaged in work with them is actively promoted and harm eliminated wherever possible. All Company employees are expected to support and further develop ExergInc’s ethos towards health, safety and well-being and operates a comprehensive suite of Health and Safety Management processes as part of its Integrated Management System (IMS). The aims of the policy will be achieved by the:-

- Conduct of all undertakings in such a way as to ensure, so far as is reasonably practicable, that employees and others will not be exposed to risk as a result of the Company’s activities.
- Systematic identification, evaluation and control of foreseeable catastrophic incident risks associated with our activities through proactive leadership and application of IMS processes in risk identification and mitigation.
- Compliance with relevant statutory provisions and other appropriate standards whilst undertaking all work activities. In the case of industries such as Power, Energy Transition, Renewables and Nuclear where specific provisions apply, all work activities will comply with such specific requirements.
- Implementation of robust risk management, health surveillance and fitness for work programmes, to ensure, so far as is reasonably practicable, that the health of employees is protected and maintained, irrespective of their existing health status. This will include the robust implementation of the Company’s drugs and alcohol testing procedure.

- Responsibility of employees to work safely in line with statutory requirements and other appropriate standards, to include work task Risk Assessments and Method Statements (RAMS) and identifying unsafe working conditions and or situations. In such cases work will cease until the situation has been investigated and rectified where necessary in conjunction with the relevant Heads of Functions.
- Commitment to consult with, develop and train to ensure that our employees are competent to carry out their work with due consideration to health, safety and well-being.
- Provision of sufficient resources to achieve compliance with this policy.

Additionally, the Board will set annual, or longer, objectives and targets that will be regularly monitored and reviewed. The aim is to achieve standards of occupational health, safety and well-being which exceed those solely necessary to meet legal requirements.

Responsibility for the management of safety, health and well-being lies with all Directors and Managers. High standards in this area are deemed to be of equal importance with customer service, quality and in achieving commercial objectives.

This Policy Statement will be reviewed annually or sooner subject to change in UK legislation and or lessons learned identified within ExergInc during its business activities.



David Smith
Group Executive Chairman
ExergInc Group

Date: 1st May 2024