

It is the policy of Global Infrastructure to eliminate harm, reduce business risk, support the physical and mental wellbeing of all workers and deliver sustainable, innovative high-quality products and services to our clients. We achieve this by managing our business systems and procedures proactively.

We will strengthen our core principles to exceed client expectations, consistently delivering high-standards, performance, and quality. Our approach is rooted in fairness, inclusion, respect, integrity, resilience, sustainability, and worker wellbeing - driving efficiency and lasting value for our business and clients. In pursuit of this Policy, Global Infrastructure is responsible for and committed to:

- the physical and psychological health, and protection of all employees and persons under the control of Global infrastructure affected by our work activities. This will be done through effective risk identification, risk assessment, hazard mitigation and worker consultation, participation and engagement.
- ensuring that all workers have the unequivocal right to remove themselves from any work situation that presents a serious and imminent danger to life or health, without fear of reprisal.
- workforce development providing appropriate training, instruction, supervision, awareness, tools & equipment, to enable safe, competent and sustainable performance throughout the business.
- Evaluating strengths, weaknesses, opportunities, and threats across the business through our risk management framework - procedures, policies, and safe systems of work, which are regularly monitored, reviewed, improved, and communicated.
- communicating the importance of this policy and its' implementation to all staff and site personnel, meeting legal, organisational and customer obligations. This is achieved through continual workforce engagement, consultation, feedback and open communication.
- sustainability and accountability. This is embedded in our operations, reflecting our moral, ethical, and legal obligations to protect the environment, society, and the economy. We achieve compliance with regulations at local, national, and international levels applying a risk-based approach to establish, implement, and continually assess the most suitable mitigation measures to minimise environmental impact, prevent pollution, conserve natural resources, protect biodiversity and reduce greenhouse gas emissions.
- continual improvement to enhance quality, environmental sustainability, occupational health, safety, wellbeing, and overall business performance. This is achieved through the setting and regular review of annual SMART objectives and KPIs, with a focus on risk-based thinking, leadership commitment, worker participation, stakeholder engagement, and full legal and regulatory compliance to maintain the highest standards.

All personnel working for Global Infrastructure are responsible for and must actively participate in HSEQ initiatives, comply with control measures, report hazards or unsafe practices and must co-operate fully in the implementation of this policy.

This Policy is reviewed at least annually, communicated to all employees, and is available to clients, shareholders, contractors, the public and online at: www.global-infra.co.uk.



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