

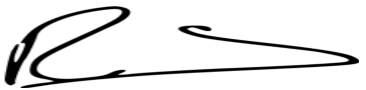
Geobear Limited and its subsidiary companies ("Geobear") is a specialist geotechnical contractor who develops designs and conducts ground improvement / stabilisation, void filling and remedial subsidence repair solutions. We believe Geobear's most valuable assets are its employees, who along with other stakeholders and third parties have the right to work in a safe environment. We are also committed to ensure that the highest possible standards of health and safety are achieved in our operations and we are continuously looking to improve those standards which aligns with Geobear's mission and values.

To underline commitment to continually improving health and safety performance of Geobear, a health and safety management system has been established that meets the requirements of HSG65 & BS EN ISO 45001:2018. Geobear also maintains certification to other associated standards that the company subscribes to.

Geobear complies with all applicable health and safety legislation, regulations, and approved codes of practice. Furthermore we cooperate fully and maintain open relationships with all regulatory authorities and other interested parties.

Consequently we shall:

- Fully comply with our legal, other and moral obligations in respect to our business activities and endeavour to follow, and lead, industry best practice.
- As far as is reasonably practicable, eliminate hazards, reduce and control our health and safety risks to our employees and others who may be affected by our works and associated activities.
- Ensure suitable and sufficient resources are given to manage the health, safety and welfare of our employees and others under our control across all levels of the business.
- Provide a documented health and safety management system that clearly indicates its intent, outlines the responsibilities of its employees and provides safe systems of work. This management system shall be regularly reviewed and updated when required.
- Take all reasonable steps to provide a safe and healthy working condition for the prevention of work-related injury or ill health to our employees or other third parties who may be affected by our works.
- Provide and maintain safe plant and equipment.
- Provide all employees with suitable and sufficient information, instruction and training to enable them to carry out their given tasks safely.
- We actively seek participation where practicable, including consulting and communicating with employees and where they exist, workers' representatives and other interested parties on matters relating to their health and safety.
- Set and regularly review health and safety objectives and targets (risk and opportunities), which are monitored to measure commitment to continually improving our health and safety performance and management system.
- Proactively look for continuous feedback at all company levels and ensure the safe behaviours are praised while the unsafe behaviours are eliminated. This policy, is reviewed annually, is communicated to all employees and persons working on our behalf and is displayed at all our offices and sites and is made publicly available via our websites.

Prepared by: Malcolm Mearns (SHEQ Director)		Approved by: Rupert Lee (COO)	
			
Ref: POL SHEQ 02 HEALTH & SAFETY POLICY STATEMENT		Date: 01.09.26	Rev: 01/26
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