

## **Health and Safety Mission Statement**

At Photon Energy Group, we are unwavering in our commitment to prioritising the health and safety of all individuals associated with our operations. Recognising the paramount importance of maintaining a safe and healthy environment, we strive to meet the highest standards of health and safety across all our activities.

### **1. Commitment to Health and Safety**

We are committed to providing a healthy and safe workplace for our employees, contractors, visitors, and the community. Health and safety are core values that underpin every decision and action we take.

### **2. Compliance**

We are committed to complying with all applicable local, national, and international health and safety regulations and standards. Our operations will consistently align with legal requirements and industry best practices.

### **3. Hazard Identification and Risk Management**

We will proactively identify and assess potential hazards associated with our activities. Through systematic risk assessments, we will implement effective controls to mitigate risks and prevent accidents.

### **4. Employee Training and Awareness**

We will invest in comprehensive training programs to equip our employees with the knowledge and skills necessary to perform their tasks safely and maintain their health. Continuous awareness initiatives will reinforce a health and safety-conscious mindset throughout our organisation.

### **5. Emergency Preparedness and Response**

We maintain robust emergency preparedness plans to ensure a swift and effective response to any unforeseen health and safety incidents. Regular drills and simulations are conducted to test and improve our emergency response capabilities.

### **6. Health and Safety Communication**

Open and transparent communication is essential for maintaining a healthy and safe working environment. We encourage the reporting of health and safety concerns and incidents, ensuring that information flows freely throughout the organisation.

### **7. Health and Safety Performance Measurement and Improvement**

We have established key performance indicators (KPIs) to measure our health and safety performance. Regular audits and reviews are conducted to identify areas for improvement, and corrective actions are implemented promptly.

### **8. Health and Safety Leadership**

Our leadership is committed to providing visible and active support for our health and safety initiatives. Through leading by example, they will inspire a health and safety-first culture at all levels of the organisation.