



Health, Safety, Security and Environmental Policy

D&B Industrial Consultants is committed to providing a healthy, safe and secure workplace for all our people, at each work location, and to protecting the environment in accordance with applicable laws and our Health, Safety, Security and Environmental (HSSE) Policy. Our commitment is based on the conviction that incidents are preventable. To achieve this objective, we will identify HSSE risks arising from our activities and reduce them to as low as is reasonably practicable.

HSSE responsibilities are fully integrated into the way in which D&B Industrial Consultants conducts its business and successfully managing HSSE issues is an essential component of our business strategy. Through observance and encouragement of this Policy, we assist in protecting the environment and the overall wellbeing of all our stakeholders, specifically, our employees, clients, subcontractors, and the communities in which we work.

D&B Industrial Consultants management will continue to take a proactive approach towards creating safe, healthy and secure working environments for all employees. We will be accountable for promoting continued safety education and training for all employees, assigning responsibility for all aspects of the HSSE Policy, ensuring thorough evaluation of all incidents and continuously reviewing potential areas of improvement.

D&B Industrial Consultants is committed to safeguarding the security of Company personnel and for our employees to stand firm and intervene when witnessing unsafe acts and conditions. D&B Industrial Consultants encourages its employees to create a great safety culture which in return incentivises employees with rewards such as Safety Champion Awards.

D&B Industrial Consultants strives to be good citizens in every community in which we operate. We will continue to address the environmental impact of our operations by reducing waste, emissions and discharges and by using energy efficiently.

D&B Industrial Consultants will ensure implementation of the HSSE Policy by having a D&B Industrial Consultants HSSE Management System. This System aims at continual improvement of HSSE performance, through definition of roles and responsibilities at all levels in the organisation and an efficient communication structure.

Compliance to this SHE policy will be the responsibility of Senior Management and every employee.

A handwritten signature in black ink, appearing to read 'W. Albrecht', written over a horizontal line.

W. Albrecht

CEO

DATE: 06.01.2025