

## Health, Safety, and Environment (HSE) Policy Statement

### Commitment:

THG Labs is committed to providing a safe, healthy, and environmentally friendly workplace for all employees, contractors, and visitors. We recognize the importance of integrating health, safety, and environmental (HSE) considerations into all our activities and strive to continuously improve our performance in these areas.

### THG Labs is committed to:

#### Health:

- Providing a safe and healthy work environment that prevents work-related injuries and illnesses.
- Actively promoting employee health and well-being through preventative measures, training, and awareness programs.
- Complying with all relevant health and safety legislation and regulations.

#### Safety:

- We will identify, assess, and control all potential hazards and risks associated with our operations and activities.
- We will provide appropriate personal protective equipment (PPE) and training to our employees.
- We will encourage safe work practices and behaviours through ongoing communication and engagement.

#### Environment:

- We are committed to minimizing our environmental impact and protecting the environment for future generations.
- We will strive to reduce our consumption of resources, conserve energy, and minimize waste generation.
- We will comply with all applicable environmental legislation and regulations.
- We will promote environmental awareness and responsible practices among our employees and stakeholders.

### Implementation and Compliance:

- This HSE Policy is supported by the leadership of THG Labs, and it is considered essential to our business success to meet the requirements of ISO 45001 and ISO 14001.
- We are committed to providing the necessary resources and support to ensure its implementation and effectiveness.
- We will encourage and take appropriate action when questions are raised, concerns are identified, or issues are reported by colleagues.
- We will conduct regular audits and reviews of our HSE MS to identify and address any areas for improvement.

### Continual Improvement:

- We are committed to continually improving our HSE performance through the setting of measurable objectives and targets.
- We will encourage employee participation in identifying and implementing opportunities for improvement.
- We will regularly review and update our HSE policy and procedures to reflect changes in our operations, legislation, and best practices.

Signed:



Print: RICHARD KEIGHTLEY

Date: 1st September 2025