



# HEALTH AND SAFETY POLICY

vital energi information for a sustainable future



**Policy statement:** We are committed to proactively preventing injury and ill health and seek to provide a safe and healthy working environment for all stakeholders, ensuring the health, safety, and welfare of all staff, clients, visitors, contractors, and others affected by our activities.

**BACKGROUND**

Vital Holdings Ltd and its subsidiaries (the Company) deliver innovative, sustainable energy solutions for energy generation, distribution, and energy demand reduction that cut energy bills, consider the environment, and provide security of supply. We focus on three main areas: creating sustainable and viable means of generating and distributing energy; the management, measurement, and reduction of consumption; and the long-term operation and maintenance of low or zero-carbon energy infrastructure.

**POLICY PURPOSE**

The purpose of this policy is to demonstrate our commitment to health and safety. We continuously seek to improve our performance and foster a culture where every individual can return home safely and in good health.

**ROLES AND RESPONSIBILITIES**

This policy applies to all Vital employees and those working on our behalf; everyone is responsible for ensuring the policy is adhered to. This policy is one of several that exemplify our commitment to transparency and our stakeholders, reinforcing Vital's reputation as a responsible company to work for, buy from, invest in, and partner with. This policy is owned by the Director of Safety, Health, Environment, and Quality (SHEQ), with ultimate oversight resting with the Vital Group Board, including the approval of any changes to the policy.

**PRINCIPLES OF CONDUCT**

To foster a workplace culture centred around health, safety, and well-being, we have implemented guiding principles that serve as the foundation for our commitment.

Our principles of conduct for **Health and Safety** are grounded in the following core values:

- 1** Actively promote a culture where Health and Safety are of utmost importance, requiring all employees to uphold personal responsibility and accountability for their actions.
- 2** Committed to maintaining a safe and healthy working environment and safe systems of work across all aspects of our operations, including the design, construction, operation, and maintenance of all plant, equipment, and facilities.
- 3** Assess the competence of our employees and supply chain to execute the activities they are expected to undertake.
- 4** Provide appropriate welfare facilities for all employees to ensure their well-being and comfort.
- 5** Consult with employees and other stakeholders on Health and Safety matters, respecting their rights and concerns.
- 6** Employees have the right to refuse work on Health and Safety grounds without fear of disciplinary action.
- 7** Appoint competent persons to fulfil statutory duties and provide guidance on our established Health and Safety management procedures.
- 8** Ensure the Company has the necessary management framework to protect the health and safety of staff and achieve compliance with health and safety legislation.
- 9** Identify hazards, assess risks and, where reasonably practicable, eliminate or reduce risk to an acceptable level to prevent injury and work-related ill-health.
- 10** Maintain a systematic and measurable approach to monitoring Health and Safety performance, including incident investigations, independent audits, and reporting mechanisms to ensure continuous improvement and learning.
- 11** Comply with other applicable requirements in certification schemes adopted by the company and other stakeholders, helping to ensure continual improvement.
- 12** Providing employees with necessary information, instruction, training, and supervision to ensure safe performance of work and ensure health and safety procedures are understood and adhered to.

Furthermore, the Director of SHEQ is responsible for enforcing and updating this policy, while the Vital Group Board ensures its alignment with company values and strategic goals.

**CONTINUAL IMPROVEMENT**

We are committed to maintaining high standards of health, safety, and well-being. We actively invest in our staff's professional development to cultivate a culture and environment that supports the sustainable growth of our Company. We are committed to conducting regular audits, gathering employee feedback, and providing ongoing training to ensure our practices align with our vision, scope, and ambition. In line with our commitment, we will communicate this policy to all employees and organisations working on our behalf. The most recent version of this policy will be available on our website for interested parties to openly review. We will review this policy at least annually.

**BOARD APPROVAL**

This statement has been approved by the Chairman and Chief Executive Officer.

  
**Gary Fielding**  
Chairman  
Date: April 2024

  
**Ian Whitelock**  
CEO  
Date: April 2024