

FOR INTERNAL  
USE ONLY



# Health, Safety and Environment Policy

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At BMI, it is our goal to ensure a safe working environment for everyone, regardless of whether they work in one of our sites, installation sites or customer premises. We preserve and promote the physical and mental health of our employees. It is also our goal to protect the health of the community members within which we operate and our customers.

We are also committed to minimising the environmental impact of our operations and solutions whilst remaining economically sustainable and socially responsible. Our strategic initiatives will focus on CO2 abatement and recycling. We will seek opportunities to use environmentally friendly materials and technologies whenever feasible.

This Health, Safety, and Environment (HSE) Policy (“HSE Policy”) serves as a framework for all our activities. **Managers** are responsible for creating a culture that drives our commitment to a safe working environment for everyone and to minimise our environmental impact. **Each employee** is responsible for adhering to this HSE policy and actively contributing to the achievement of our HSE objectives.

Every BMI company will apply the four principles below:

### 1. COMPLIANCE

- We will comply with all applicable laws, regulations, and industry standards when relevant, related to health, safety, and environmental protection.
- We will regularly review and update our HSE policies and procedures to ensure ongoing compliance with legal and regulatory requirements.

### 2. RISK MANAGEMENT

- We conduct thorough HSE risk assessments across BMI Group, and they are regularly updated.
- We implement controls measures to mitigate and manage identified risks.
- We provide appropriate training and resources to enable employees and contractors to recognize and mitigate risks effectively.

### 3. CONTINUOUS IMPROVEMENT

- We are committed to continuously updating our risk assessment and learning from HSE events.
- We will set measurable objectives and targets to drive progress in reducing accidents, incidents, and environmental impact.
- We will regularly monitor and evaluate our HSE performance, identify areas for improvement, and take corrective actions promptly.

#### 4. EMPLOYEE'S PARTICIPATION:

- We value and encourage the active participation of all employees in HSE matters.
- We will encourage open communication, consultation, and collaboration to foster a culture of safety and well-being.

Together, we can help BMI make a positive impact on the lives of everyone we touch, on the future of our Planet, and long-term profitable growth for our shareholders and our customers.

