

HEALTH SAFETY ENVIRONMENTAL AND QUALITY

POLICY STATEMENT

Integral Energy Solutions is committed to providing a total quality approach for the installation, repair, maintenance, and replacement of Utility Infrastructure, engaging with interested parties we shall undertake our operations sustainably, working in a way that meets the needs of the present generation without preventing future generations from meeting their needs and strive for continual improvement in our performance.

The following key principles shall form part of an integrated framework towards a responsible approach for undertaking our operations.

Health

We shall ensure that our work activities do not affect the health and wellbeing of our employees or others and shall promote and support employees and others in achieving a healthier lifestyle.

Safety

We shall seek to eliminate accidents and incidents resulting from our work activities, preventing harm to people and property.

Environment

We shall understand the aspects and impacts associated with our work activities and the overall effect this may have with regards to climate change. We shall implement the requisite controls that strive to eliminate waste and prevent pollution within a sustainable workplace environment.

Quality

We shall seek continual improvement in all workplace activities undertaking to monitor, measure and report on all matters that have the potential to impact on our overall business performance,

Communities

We shall engage with the communities in which we serve, understanding their needs and delivering a value-added service that exceeds their expectations.

People

We shall respect and develop our employees to meet the current and future needs of our business, enhancing their capability and allowing them to achieve their full potential.

We shall make this Policy available to employees and other interested parties, formally reviewing this Policy annually or sooner if required, taking account of business performance, regulatory requirements, and feedback from employee, and interested party consultation.

Signed

A handwritten signature in cursive script that reads 'Brendan Flynn'.

**B Flynn
CEO
July 2024**