

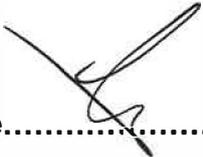
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|--|-----------------------------|----------------------------|--------------------------|
| <b>Title:</b> Health and Safety Policy Statement |                             | <b>Process:</b> SMS-POL-01 |                          |
| <b>Revision:</b> 01                              | <b>Issue Date:</b> Nov 2025 | <b>Author:</b> A. Kenna    | <b>Approved:</b> I. Cook |

In accordance with Section 2(3) of the Health and Safety at Work etc. Act, 1974, and in fulfilling Everwaste’s obligations to both employees and the public who may be affected by its activities the company have produced the following statement of policy in respect of health and safety. It is our aim to achieve a working environment which is, as far as is reasonably practicable, free of work-related accidents and ill-health and to this end we will pursue continuing improvements.

We undertake to discharge our statutory duties by:

- Safeguarding the health, safety and welfare of all our employees while at work, and to provide, so far as is reasonably practicable, working environments which are safe and without risks to health;
- Providing and maintaining safe plant and work equipment;
- Establishing and encouraging safe methods of work through effective risk assessment;
- Conducting our undertakings in such a way as to ensure, so far as is reasonably practicable, that people not in our employment but who may be affected by our undertakings, are not exposed to risk to their health and safety;
- Establishing and encouraging safe systems of work which do not have an adverse effect on their personal safety and also their health;
- Recruiting and appointing personnel who have the skills, abilities and competence commensurate with their role and level of responsibility;
- Ensuring that tasks given to employees are within their skills, knowledge and ability to perform;
- Ensuring that health & safety competence is maintained through the provision of training and refresher training as appropriate;
- Promoting awareness of health and safety and of good practice through the effective communication of relevant information;
- Ensuring that responsibilities for Health and Safety matters are allocated and carried out at all levels;
- Providing adequate resources including the finance to meet these obligations;
- Encouraging all employees to contribute actively towards achieving a work environment, which is, as far as is reasonably practicable, free of accidents and ill health;

The Health and Safety Policy will be reviewed annually to monitor its effectiveness and to ensure that it reflects changing needs and circumstances. A full copy of the Health and Safety Policy will be provided upon request.

Name Iain Cook Signature 

Position CEO Date 5 November 2025