



Inver Energy Ltd

**SAFETY, HEALTH,
ENVIRONMENT &
QUALITY COMMITMENT**

Inver Energy Ltd – Safety, Health, Environment and Quality Commitment

At Inver Energy, we are dedicated to maintaining high health and safety standards across the business and acting responsibly. We are committed to protecting our people, our customers, the environment and our assets through safe and responsible operations. Our policies and procedures are regularly reviewed to reflect advances in technology, operational learning, and changes in legislation ensuring our approach continuously improve and remains effective.

Our principles

1 Comply with Legislation:

- Meet or exceed all applicable safety, health regulations, and industry practices.
- Comply with environmental regulations and striving to exceed them

2 Manage Risks Proactively:

- Manage natural resources efficiently to reduce emissions and waste from our operations.
- Identify, assess, and control hazards before work begins.
- Operate and maintain our facilities safely and responsibly.
- Keep risks as low as reasonably practicable (ALARP).
- Everyone is authorised to stop unsafe work and will be supported is doing so.
- We support the physical, mental and emotional wellbeing of our people.

3 Measure & Improve:

- Set SHEQ and Process Safety Management objectives and Health & Safety KPI's.
- Review results regularly and drive continuous improvement.
- Promote open reporting.

- Share lessons learned and insights from incidents and events within Inver Energy and across the industry to prevent recurrence.

4 Be Ready to Respond:

- Maintain strong emergency procedures.
- Respond honestly, quickly and effectively to any safety or environmental incidents.

5 Quality Excellence:

- We deliver reliable and high-quality products and services by ensuring integrity in operations, testing, and assurance processes.
- Meeting or exceeding customer expectations

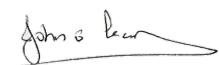
6 Engage Stakeholders:

- Maintain open communications with employees, contractors, communities, and regulators.
- Act on concerns openly and transparently.

Fostering safety-first culture

We believe that safety is everyone's responsibility, and everyone is empowered to stop unsafe work. We actively encourage the reporting of hazards, unsafe conditions, and near misses to help us to take immediate actions to mitigate the risks. Through continuous training, open communication, and reporting, we equip our people to carry out their work responsibly, in safe work environment

Signed



John O'Leary

Managing Director

Inver Energy Ltd.

Date: 11/12/2025 Rev:1