

setec Consulting Engineers Ltd (SCEL) is committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and our responsibility to the communities within which we operate or may affect.

We take pride in our expertise in engineering activities and related technical consultancy, covering a wide range of disciplines, including but not limited to Structural Engineering, Geotechnical Engineering, Transportation Engineering, Environmental Engineering, Construction Engineering and Management, Urban and Regional Planning, Coastal Engineering, and Materials Science and Engineering.

Our vision is to exceed customer expectations for quality, safety, sustainability, cost, delivery and value. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

Our people

SCEL is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. SCEL is committed to:

1. Creating and nurturing an environment of success based on honesty and integrity;
2. Empowerment through training and communication;
3. Individual growth and equal opportunity;
4. Prevention of accidents and incidents;
5. Designing and providing a safe and secure work environment.

Our Quality and customers

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and world class business.

SCEL is committed to achieving competitive excellence and providing our customers with products and services designed, produced and maintained to meet or exceed their expectations by:

1. Complying with all customer, statutory and regulatory requirements;
2. Enabling employees to achieve business and professional goals;
3. Continually improving our processes via our IMS;

4. Ensuring accountability of the effectiveness of our IMS;
5. Ensuring that our policy and objectives are established for the integrated management system and are compatible with the context and strategic direction of the organization;
6. Ensuring the integration of our management systems requirements into the organization's business processes;
7. Promoting the use of the process approach and risk-based thinking;
8. Ensuring that the resources needed for the integrated management system are available;
9. Communicating the importance of effective management and of conforming to the requirements of management systems;
10. Ensuring that the integrated management system achieves its intended results;
11. Engaging, directing and supporting persons to contribute to the effectiveness of the integrated management system;
12. Promoting improvement;
13. Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility.
14. Extending our IMS practices throughout our Supply Chain.

Our Health, safety and well being

SCEL is committed satisfying all legal and other requirements and to applying the hierarchy of controls to OH&S risks. We proactively comply with all applicable occupational health and safety, legal and regulatory requirements to which we subscribe in order to:

1. Prevent accidents and work-related ill health by managing health and safety risks in the workplace;
2. Provide clear instructions and information, and adequate training, to ensure employee competence;
3. Engage and consult with employees on day-to-day health and safety conditions;
4. Ensure participation of all our staff;
5. Implement emergency procedures in case of fire or other significant incidents;
6. Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances;
7. Ensure continual improvement.

Our community and environment

SCEL is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behavior in our employees and

suppliers. We support the conservation of the physical environment and the prevention of pollution at our sites/facilities and as such, our environmental commitments include:

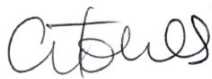
1. Protection of the environment;
2. Conformity to compliance obligations;
3. Continual improvement;
4. Prevention of pollution and sustainable use of resources;
5. Climate change mitigation and adaptation;
6. Protection of biodiversity and ecosystems;
7. Other specific commitment(s) relevant to our context.

This IMS policy applies to all our activities including management, office services, and site activities. The Managing Director (MD) has overall responsibility for ensuring that sufficient resources are made available to enable the business to achieve our IMS objectives and targets and that the policy is implemented.

The Quality, Health, Safety and Environment (QHSE) Manager has the day-to-day responsibility for ensuring that the requirements of this policy are being followed and for monitoring the effectiveness of the objectives. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

This document will be communicated and explained to all employees and staff working on behalf of the SCEL and is freely available to relevant interested parties.

Signed



Grant Jones

Managing Director, SCEL.

Date: 12/05/2025

Next Review Date: 12/05/2026