



Occupational Health and Safety (OH&S) Policy

Introduction:

Allweld Nuclear and Industrial (ANI) provides project management, maintenance, and shutdown services to the nuclear, oil and gas, petrochemical, marine, mining, renewable energy, and industrial sectors.

Nuclear and conventional safety are our overriding priorities. We believe employee injuries are preventable, and OH&S is therefore integral to our operations. No operating condition or service urgency justifies putting any life at risk.

ANI Leadership and Management is committed to:

- Implementing the ISO 45001 Occupational Health and Safety Management System and OH&S standards to promote a safe and healthy workplace.
- Monitoring and reviewing the adequacy, suitability, and effectiveness of OH&S systems using established methods.
- Complying with applicable legal and other requirements, and setting measurable objectives, principles, and standards.
- Promoting open communication on OH&S matters with all stakeholders, including employees, contractors, and neighbours.
- Communicating and clarifying the OH&S Policy across the organization.
- Providing employees with education, training, motivation, and development, and ensuring contractors receive appropriate OH&S training to achieve Zero Harm.
- Maintaining a safe and healthy work environment by identifying hazards and aspects and assessing the related risks and impacts of our business activities.
- Continually improving OH&S performance and preventing incidents.

ANI will achieve this level of performance by aligning its goals and objectives with worker and service provider consultation and participation, structured decision-making, performance monitoring, and governance processes to drive continual improvement in our management systems and processes.

This OH&S Policy will be communicated, understood, and applied throughout ANI by employees and contract workers to support safe and healthy working environments and to ensure products and services meet customer, code, standard, and regulatory requirements.

This OH&S Policy will be reviewed annually and made available to interested parties on request.

Mervyn Fischer

Chief Executive Officer