



Occupational Health & Safety (OH&S) Policy Statement

At Thermal Hire Ltd, we are committed to providing a safe and healthy working environment for all employees, contractors, visitors, and others who may be affected by our operations. This commitment is embedded within our integrated Health & Safety Management System, which is fully aligned with the requirements of ISO 45001:2018.

Thermal Hire Directors recognise that effective H&S management is essential to operate safely and effectively. We take full accountability for identifying, assessing, and controlling H&S risks, and for allocating the necessary resources (financial, human, and technical) to maintain and improve performance. This includes the careful design and selection of facilities, equipment, processes, and the implementation of robust physical and procedural control measures.

We are fully aware of our legal obligations under the Health and Safety at Work Act 1974 and all relevant regulations. We commit to compliance with applicable legal and other requirements, and strive to exceed minimum standards where reasonably practicable.

We actively engage and consult with our workforce on H&S matters. Employees are encouraged to participate in hazard identification, risk assessment, and the development of safe working practices. Their input is vital to fostering a proactive and inclusive safety culture.

We set measurable H&S objectives and targets, monitor performance, and review outcomes to drive continual improvement. Our approach is based on risk-based thinking and the prevention of injury, ill health, and environmental harm. We also proactively identify opportunities to enhance safety performance through innovation in equipment, training, and work practices.

We recognise the importance of mental wellbeing and support psychological health through awareness, training, and access to support systems.

We assess and manage H&S risks across the lifecycle of our activities, including procurement, contractor selection, and outsourced processes. All H&S documentation is controlled, accessible, and maintained IAW our management system procedures.

Thermal Hire Ltd. will:

- Provide and maintain safe working conditions, equipment, and systems of work.
- Identify hazards and assess risks, implementing controls to eliminate or reduce them.
- Prevent, monitor, investigate, and learn from incidents, near misses, and unsafe conditions.
- Take all reasonable measures to minimise accidental damage to property, machinery, and plant.
- Reduce environmental impact and prevent pollution through responsible operations.
- Ensure welfare facilities are adequate and accessible for Thermal Hire employees and visitors.
- Deliver appropriate training, instruction, and supervision to all personnel.
- Promote open communication and consultation on H&S matters.
- Maintain and improve our H&S Management System through regular review.
- Implement corrective and preventive actions following incidents and nonconformities, ensuring root causes are addressed and lessons are shared across the organisation.

Roles and Responsibilities

- **Senior Management** is responsible for integrating H&S into strategic planning and operational decision-making.
- **Senior Managers and Supervisors** must ensure safe practices are implemented and maintained.
- **All Employees** are expected to take ownership of their own safety and that of others, comply with procedures, report hazards, and contribute to improvement initiatives.

Director Signature:

B.Riley

Thermal Hire Ltd.

Date: 05th November 2025.