Health, Safety and Environmental Policy

Ashtead Technology is committed to the highest standards of Health, Safety and Environmental (HSE) management practices. HSE excellence is integral to our business and is at the core of our business. In order to achieve this commitment, our integrated management system is designed to meet or exceed the requirements of our clients, ISO 14001:2018, ISO 45001:2015 and comply with legal and industry requirements.

Executive management shall provide the necessary resources to ensure implementation and monitoring of this policy throughout the Ashtead Technology group.

This policy applies to all Ashtead Technology operations, including offices, workshops, and field activities.

In addition, Ashtead Technology shall commit to:

- Prioritise the health and safety of our employees, contractors, and visitors

- Empower employees and contractors to create and maintain safe, secure and healthy workplaces

- Prevent accidents, injuries, and occupational illnesses through proactive safety management

- Comply with all legal and industry good practice related to HSE

- Identify, assess, and manage risks associated with our operations, through implementation of appropriate controls

- Encourage the reporting of all incidents, near misses, and unsafe conditions

- Investigate incidents to identify root causes and implement corrective actions to prevent recurrence

- Minimise our environmental impact to protect the environment

- Provide information, instruction, training and supervision to enable employees and others to perform their responsibilities safely and with due respect for the environment

- Consult employees on HSE issues

- Seek continuous improvement by setting data driven objectives and targets to continually improve HSE performance

- Communicate this policy to all employees, contractors and make it available to the public and interested parties

This policy shall be reviewed annually by Ashtead Technology's CEO and QHSE Director.

Approved by:

Allan Pirie
CEO

Date: 14 July 2025

GPC.POL.QHSE.007 Rev 1