

Starn Group aims to be a respected leader in the provision of high-quality services and products to enable safe work in hazardous environments. Our mission is to protect people, preserve assets, and improve productivity through delivering our portfolio of technology-led services and products that enable work in hazardous environments to be safe.

Starn Group designs, manufactures and markets products of the highest quality and reliability that are consistent with customer and market/quality requirements. We operate around the globe in various hazardous environments including offshore and onshore oil and gas production facilities, shipping and other marine assets, chemical processing plants, distilleries, food production/processing factories, and medical facilities. Our aim is to ensure safe operation and complete customer satisfaction.

Starn Group recognises the importance of Health, Safety, Environment, and Quality (HSEQ) considerations within business services and activities that potentially have an impact on clients globally. Our Group Management System meets the standards of ISO 45001 for Health and Safety, ISO 14001 for Environmental, and ISO 9001 for Quality.

Starn Group understands the expectations and requirements outlined in legislation within the countries it operates and to which it delivers its services, as well as industry guidance and best practices relevant to the sectors in which clients are involved. Plans and objectives appropriate to the context of our activities are established and implemented. Review of business performance occurs at regular intervals.

The Management Team is accountable for the implementation of this Policy and the management of HSEQ on a day-to-day basis. The Management Team will ensure the business:

- ◆ Complies with and satisfies all applicable legal and other requirements to which it subscribes and commits to fulfil its compliance obligations.
- ◆ Provides safe & healthy working conditions for the prevention of work-related injury and ill-health.
- ◆ Has processes and procedures in place that control business risks arising from its undertakings.
- ◆ Commits to eliminate hazards and reduce risks.
- ◆ Commits to the continual improvement of the Management System and HSEQ performance.
- ◆ Commits to the consultation and participation of workers on matters affecting HSEQ.
- ◆ Provides suitable and sufficient information, instruction, training, and supervision for workers to be competent to fulfil their tasks.
- ◆ Recognises the responsibility to manage the environmental impacts of services and products and has assessed its activities and identified significant environmental aspects and impacts.
- ◆ Commits to protecting the environment, including prevention of pollution, addressing the impacts of climate change, and seeking to ensure waste materials are segregated and disposed of via the best possible environmental route.

Starn Group acknowledges the requirement to demonstrate commitment to this Policy by encouraging proactivity and protecting all personnel and environments affected by Starn Group activities and undertakings. Starn Group will promote and communicate this Policy to all personnel and interested parties and will review this Policy on a regular basis to ensure it remains appropriate to the nature and scale of our activities.

Further information with regards to responsibilities and arrangements for HSEQ is detailed within specific procedures and documentation of the Management System.

Name: Aiden Henderson, Chief Executive Officer

Date: 25 September 2026

Signature:

A handwritten signature in black ink, appearing to be "Aiden Henderson", written over a horizontal line.