



Group HSSEQ Policy

ICR is fully committed to the prevention of injuries and ill health as well as ensuring the health, safety, security, and wellbeing of everyone involved in or affected by our activities. ICR is committed to the protection of our infrastructure, information and assets as well as the protection of the natural environments in which we work. ICR will continually strive for excellence in our standards of conduct, work practice and service delivery. Our activities are conducted in a manner which complies with all relevant laws, regulations and international standards.

ICR implements an integrated systematic approach to HSSEQ management which provides the framework to manage risk and opportunities, understand our customers' needs and deliver services that meet or exceed their expectations.

ICR aspires to ensure:

- Visible leadership that promotes a positive health and safety culture, providing appropriate resources to meet HSSEQ objectives while delivering sustainable growth.
- Commitment to the identification of foreseeable hazards and the reduction of risk to an acceptable level of as low as reasonably practicable (ALARP).
- Clear HSSEQ objectives and targets with leading and lagging performance indicators, that promote continual improvement of our management systems and our HSSEQ performance.
- Reporting and investigation of all HSSEQ incidents, near misses and non-conformances to identify root causes and implement suitable corrective actions to prevent recurrence.
- Identification and reduction of all significant environmental impacts to the surrounding environment including the prevention of pollution and harmful emissions.
- Reduction of waste and in the use of natural resources through energy saving opportunities and promotion of the environmental hierarchy of prevent, reduce, re-use and recycle.
- Control of subcontractors to ensure their HSSEQ management systems and practices are consistent with ICR standards.
- Effective open communication and consultation with employees, contractors and interested parties in any HSSEQ matters.
- Continual improvement of the BMS through a cycle of periodic audit and performance review.
- Empowerment of all employees and contractors to STOP any activity that is considered a threat to health, safety, security or the environment.

A handwritten signature in blue ink, appearing to read 'JB', is positioned to the left of the CEO's name.

Jim Beveridge

CEO | ICR

Date: 13/01/2026