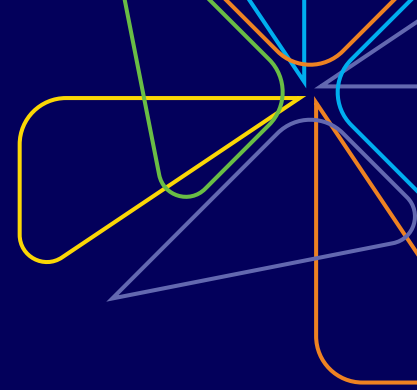


SERVEST SAFETY, HEALTH, ENVIRONMENT AND QUALITY POLICY



Servest Pty Ltd. is an integrated facilities management company whose purpose is to enable facilities to enrich lives. We continue to build and maintain strategic partnerships with our clients, delivering integrated facility management services that are tailored to meet each client's unique needs, while creating and maintaining healthy and safe workplaces with minimal risk impact to the environment.

We are driven by the following values:

- ▮ **COLLABORATIVE:** Our cross functional way of working. Using our diverse expertise. Co-creating solutions. Delivering on client's unique needs.
- ▮ **ACCOUNTABLE:** Commitment. Transparency. Expectation Management. Full ownership of all actions and outcomes.
- ▮ **RESPECTFUL:** Integrity. Honesty. Ethical conduct. Keeping promises and building trust.
- ▮ **EMPOWERING:** Invitation to innovate. Autonomy to respond. Alignment to shared values and goals. Driving success and sustainable growth.

Our commitments to all our stakeholders:

- In driving compliance and ensuring safe operations, we will put safety first, 100% of the time and strive for zero harm to all our stakeholders.
- Servest will incorporate climate change-related risks and opportunities, implementing energy efficiency measures, and aligning with global sustainability commitments.
- We will remain credible, honest, and transparent in our dealings with and fulfilling the requirements, needs and expectations of our stakeholders.
- We commit to following and implementing the Ethical Trading Initiatives (ETI) Base Code principles, as our guide to ethical trade and business conduct.
- We will empower our colleagues with abilities to sustainably deliver quality products and services to our clients and to contribute to all SHEQ objectives.
- We will conform with the requirements of the latest ISO 9001, ISO 14001, and ISO 45001 standards.
- We will prevent incidents which result in injuries, ill health, reduced quality, environmental and financial impact. This includes commitment to prevent pollution.
- We will provide safe, healthy working conditions by eliminating hazards including biological hazards where possible and reducing SHEQ risks in the workplace.
- We will empower our colleagues to make safe compliant responsible decisions by providing them with resources, communication, engagement, practical examples, training, equipment, and other support.
- We will engage, direct and support persons to contribute to the effective management of SHEQ requirements.
- We will ensure compliance with applicable legislation, regulations, and other relevant statutory requirements.
- We will strive to achieve continuous improvement of our management systems through the process of integrated proactive business risk management, the execution of performance assessments, benchmarking, and the implementation of improvement programmes.
- We will support continuous improvement by providing resources to execute these commitments, regularly reviewing policies, processes, and improvement actions for the achievement of our business objectives.
- We will ensure consultation and participation of colleagues and colleague representatives where applicable.
- We will effectively communicate the policy and system requirements to our colleagues and stakeholders.

This policy is applicable to all Servest operations and similar high standards will be expected of all our interested parties. The management team of Servest demonstrates leadership and commitment while taking responsibility for developing, implementing, integrating, and maintaining the SHEQ Management System throughout the organisation. This policy will be reviewed as and when there are new developments and shall be made available to interested parties on request.



Rob De Grooth
Servest Group CEO

2025-08-16


Date



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