

Environmental, Health and Safety Policy

Macro Evolution Services Limited is committed to protecting the environment and ensuring the health and safety of its employees and others who may be affected by its activities, including contractors, visitors and service partners.

Environmental protection and occupational health and safety are integral to how the organisation operates and to the sustainability of its business. Macro Evolution Services Limited recognises that effective management of environmental and health and safety risks is essential to preventing harm, ensuring legal compliance and supporting continual improvement.

Macro Evolution Services Limited operates an integrated Environmental and Occupational Health & Safety Management System aligned with the requirements of ISO 14001:2015 and ISO 45001:2018. The system is implemented across the organisation's operational activities and provides the framework for identifying hazards and environmental aspects, managing risks, ensuring compliance with applicable obligations and improving performance.

Macro Evolution Services Limited is committed to:

- complying with all applicable environmental, health and safety legal and other requirements relevant to its operations
- protecting the environment, including the prevention of pollution and the efficient use of resources, proportionate to the organisation's activities and impacts
- providing safe and healthy working conditions to prevent work-related injury and ill health
- eliminating hazards and reducing occupational health and safety risks through the application of appropriate control measures
- integrating environmental and health and safety considerations into operational planning and decision-making
- ensuring that contractors and service providers are selected, engaged and managed in a manner that controls environmental and occupational health and safety risks associated with their activities
- ensuring that employees are competent, trained and aware of their environmental and health and safety responsibilities
- promoting consultation and participation of employees, and where applicable their representatives, in matters relating to EHS
- continually improving the effectiveness and performance of the Environmental and Occupational Health & Safety Management System

Senior Management has overall accountability for ensuring that this policy is implemented, communicated, understood and applied throughout the organisation, and that adequate resources are provided to support environmental and health and safety management.

All employees are expected to take reasonable care for their own health and safety and that of others, and to comply with EHS procedures and controls relevant to their roles.

This policy is communicated to employees and relevant interested parties.

The policy is reviewed at planned intervals, at least annually, as part of the management review process, to ensure it remains suitable, adequate and effective.



Signed:

Date: 04/02/2026

Rod McCarthy

Group Managing Director