



Balcas Health & Safety Policy

Balcas incorporates a range of activities including Sawmilling, Power Generation, Wood Pellet manufacture and distribution.

Balcas is committed to creating safe, healthy, secure working environments, for all our employees, visitors and anyone else involved with our business activities. Our aim is to prevent work related injury and ill health through the elimination of hazards and reduction of Health and Safety risks. The promotion and continuous improvement of Health & Safety is a key business aim supported by the operation of an Integrated Management System to the requirements of ISO 45001:2018.

The Company will comply with all statutory duties under primary legislation and all other appropriate Health and Safety obligations across its operational jurisdictions.

It is the policy of the Company so far as reasonably practicable to:

- Provide high standards of health, safety & welfare, for all of our employees, subcontractors, visitors, and members of the public;
- Maintain adequate control of the health and safety risks arising from our work activities;
- Promote a culture in which all management levels visibly demonstrate Health & Safety Leadership;
- Comply with all statutory requirements and inspections;
- Provide the necessary information, instruction, training and supervision, to allow employees and other individuals to carry out their work safely. In turn, the Company expects the participation of all employees in its efforts to provide the safest and healthiest working conditions possible;
- Communicate health and safety issues to employees, including this health and safety policy, risk assessments, emergency procedures, safety alerts and other procedures as necessary;
- Provide suitable supervision, inspection, audit, monitoring and review of work activities, procedures and policies to ensure identification of improvement needed;
- Investigate and analyse all incidents to prevent reoccurrence;
- Provide health surveillance for employees as required by legislation or identified by risk assessment;
- Provide suitable welfare facilities for all employees and persons using our premises;
- Provide suitable protective clothing and equipment and ensure it is worn;
- Ensure all plant or work equipment provided is safe to use and is maintained to cause no risk to health or safety;
- Ensure premises under our control remain free from risk to employees, or any other persons using the premises and that access and egress from the premises are safe;
- Ensure consultation is carried out with employees and others with respect of health and safety and ensure that suitable methods are in place to provide for employee participation;
- Balcas welcomes, encourages and expects employee feedback on all aspects of health & safety operations;
- Maintain a commitment to continuous improvement across all areas of health, safety & welfare;
- Establish a framework for setting and reviewing health & safety objectives. Objectives and Targets are set during annual business planning and regularly reviewed (e.g. Management Review, Employee Meetings, Safety Committee Meetings);
- This policy will be reviewed at least, annually.

Balcas is committed to the effective management of Health & Safety throughout all its areas of operation. Balcas is also committed to providing the necessary resources and framework to ensure that persons working for Balcas or who may be affected by our activities do not suffer injury or ill health. This can only be achieved by its Directors, Managers and Employees all working together and putting in place effective systems to identify hazards and eliminating them before injury or ill health occurs. This policy is communicated to all employees and is available to interested parties.

SIGNED:

BRIAN MURPHY
CHIEF EXECUTIVE OFFICER

JANUARY 2026