

HEALTH AND SAFETY POLICY STATEMENT

Trojan Energy is committed to ensuring that we conduct our activities in accordance with applicable health and safety legislation and best practice. We acknowledge that all employees and third parties have a right to work in a safe environment, and our aim is to protect the health and safety of everyone connected with our business activities.

We strive to promote a positive safety culture throughout the organisation and empower all personnel to speak up and stop work whenever safety is compromised.

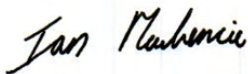
This policy is set by our board of directors who will ensure that it is communicated and understood at all levels of the organisation. The executive leadership team is responsible for delivery of the policy. Responsibility for overseeing its implementation has been delegated to our Chief Operating Officer with support from our Head of QHSE. Our management team is responsible for ensuring the policy is communicated to their direct reports and is implemented within their areas of responsibility. All employees are responsible for complying with the requirements of company policies, procedures, safe systems of work, and any training that has been provided to ensure their own, and their colleagues' health and safety.

Objectives

Our main objectives are to:

- Conduct our activities in line with this policy
- Ensure all health and safety risks are suitably assessed and controlled
- Promote a positive safety culture throughout the organisation, where improvement suggestions and safe behaviours are valued, and appropriate action is taken to address 'at risk' acts and behaviours
- Provide the relevant training to all personnel to ensure their competence to deliver the highest standards
- Consult and communicate with all employees on matters pertaining to their health and safety
- Ensure our products are rigorously designed, tested, and maintained in accordance with relevant standards in the interest of customer safety
- Effectively respond to and investigate all customer queries and/or feedback relating to product quality and safety
- Implement measures to prevent accidents, incidents, and ill health to ensure that employee and public safety is never compromised
- Ensure effective measures are implemented to allow employees to raise health and safety concerns
- Report and fully investigate any accidents, incidents or near misses and apply effective learnings
- Monitor and review our performance, and openly report, providing full transparency to our stakeholders

Effectiveness of this policy will be monitored and measured through the implementation of specific procedures, objectives and targets and will be subject to annual review.



Ian Mackenzie
Chief Executive Officer
03 February 2025