

To all employees, visitors, and contractors:

Safety Declaration:

ESS Group (Engineering Support & Services Ltd., Eirdata Environmental Services Ltd, and Critical Airflow Europe Ltd.) is committed to providing a safe and healthy work environment for all employees, contractors, visitors, and anyone else who may be affected by our operations.

We believe that safety is a shared responsibility that requires the active participation of everyone in the organisation.

To achieve this goal, we will:

1. Provide appropriate training to all employees on safe work practices and procedures.
2. Regularly assess and address potential hazards in the workplace.
3. Provide appropriate personal protective equipment (PPE) and ensure its proper use.
4. Promote a culture of open communication where employees feel comfortable reporting safety concerns.
5. Comply with relevant health and safety regulations and standards.
6. Conduct regular safety inspections and audits to identify areas of improvement.
7. Investigate all safety incidents and near misses to identify root cause and prevent reoccurrence.


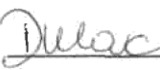
Management Safety Policy:

ESS Group (Engineering Support & Services Ltd., Eirdata Environmental Services Ltd., and Critical Airflow Europe Ltd.) is committed to providing a safe and healthy workplace for our employees, contractors, visitors, and the community. We believe that all incidents are preventable, and that safety is an integral part of our business operations.

We will achieve this by:

1. Ensuring compliance with all applicable health and safety laws and regulations.
2. Providing appropriate training and resources to all employees to enable them to work safely.
3. Identifying and controlling workplace hazards to eliminate or minimise risks.
4. Promoting a culture of safety through open communication, participation, and recognition of safe behaviors.
5. Establishing measurable objectives and targets to continuously improve our safety performance.
6. Monitoring and reviewing our safety performance regularly to identify areas of improvement.
7. Investigating all incidents and near misses to determine root cause and implement corrective actions.
8. Providing effective leadership and support to ensure the successful implementation of our safety program.

This Safety Declaration and Policy will be communicated to all employees and stakeholders and will be reviewed and updated regularly to ensure its continued effectiveness.

Signed:  22 Aug 2024.  22 Aug 2024

Bernard Yore, Chief Executive Officer Dzintra Klava, Group Safety Officer