

Health & Wellbeing Policy Statement

Welding Solution Team Ltd is committed to maintaining a safe, healthy, and supportive working environment that promotes the physical and mental wellbeing of all employees and site personnel. We recognize that a fit, motivated, and well-supported workforce is essential to delivering quality work and sustaining long-term success across our projects.

We aim to foster a culture of **Fairness, Inclusion & Respect**, where wellbeing is a shared responsibility, and all individuals are empowered to take care of their health and support their colleagues.

Beyond legal compliance, we take a **proactive approach** to health and wellbeing through the following measures:

- Providing **occupational health support** across our worksites, including access to medical screenings and wellbeing resources (covering topics such as diet, physical activity, mental health, and work-life balance).
- Conducting **self-assessments and medical screenings** for roles involving safety-critical tasks, respecting confidentiality and complying with Data Protection laws.
- Promoting a **healthy lifestyle culture** and encouraging informed personal health choices among our team.
- Supporting our workforce through **mental health awareness** and addressing workplace stressors, including long hours and physically demanding tasks.
- Implementing **random and for-cause drugs & alcohol testing** to maintain a safe and productive working environment, while offering support to employees who may need help with substance dependencies.
- Encouraging personal responsibility for health, including seeking medical advice when necessary and staying up-to-date with routine health checks.
- Promoting sustainable travel and healthy habits through options like a **cycle-to-work scheme**.

This policy statement applies to all employees and other personnel engaged in Welding Solution Team operations:

Signed: 

Date: 02.02.2025

Alexandru Dursina

Managing Director

On behalf of Welding Solution Team Ltd.