

## Aera Advisory Limited

### Health, Safety and Environmental Policy Statement

Advisory takes its health and safety responsibilities and obligations seriously and we recognise that we have the ability to make a difference. We in Aera Advisory are committed to achieving high standards of quality, safety, health and environment (QSHE) performance throughout our business.

We recognise that effective management of QSHE is an integral part of good business practice and that we have a duty of care to safeguard the health and safety of all our employees whilst at work and others affected by our activities or visiting our premises.

#### Health and Safety

Due to its scale Aera Advisory does not have a formal Health and Safety Management System, however is committed to maintaining an appropriate level of procedures and developing a formal system as scale requires.

We seek to:

- Manage the risk to our employees, and those working on our behalf, through the provision of appropriate working conditions, work equipment and systems of work.
- Identify opportunities to promote the health & wellbeing of our employees.
- Assess and manage health, safety and environmental risks relating to our operations.
- Use effective communication, involvement and consultation activities on health, safety and environmental matters both within the business and with relevant stakeholders.
- Ensure the competence of our employees through the provision of adequate information, and effective instruction, training and supervision.
- Cooperate with other organisations in respect of health, safety and environmental management.
- Continuously improve our health and safety systems and performance, adding value in our activities.
- Enlist the active support of all personnel employed in achieving these ends.

We recognise that compliance with the requirements of health and safety legislation sets out only the minimum standards to be achieved and we will endeavour to adopt relevant best practice wherever practicable. We are committed to providing adequate organisation, arrangements, and financial and physical resources to facilitate the successful delivery of this Health and Safety Policy.

We will ensure that competent personnel are available to provide authoritative advice, training and support, to assist in promoting a strong and positive Health and Safety culture. Responsibilities for Health and Safety Overall responsibility for health and safety within the company is the responsibility of the Managing Director.

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### Arrangements for Health and Safety Risk Assessment

Aera Advisory activities are typically office based and low-risk. We consider office based risks and manage our facilities accordingly.

We assess risk associated with every activity we undertake:

- Activities within the office or home workplace that could present a risk to person or property;
- Activities outside the office that could present a risk, primarily travel; or
- Site based activities that will incur risks to persons or property.

We assess risk using our Risk Assessment and Method Statement (RAMS) toolkit, which guides the user through the key aspects to be considered and recorded: ➤ Site details and arrangement, including check-in buddy; ➤ Risk assessment, with additional risks and/or mitigation as necessary; and ➤ Emergency arrangement and contacts.

### Training

We provide training and support to our staff on health and safety:

- Induction training on health and safety and guidance on completing our RAMS. We provide additional role specific training, as required;
- We provide Personal Protective Equipment (PPE); and
- We will make sure suitable arrangements are in place for our remote working staff.

### Environment

Aera Advisory takes its environmental obligations seriously and we recognise that we have the ability to make a difference.

We recognise that we can and should be encouraging environmentally sound and energy aware practices both in the office and out of it.

Aera Advisory is committed to operating in compliance with all relevant environmental legislation as well as other voluntary standards pertinent to our services. We have dedicated environmental specialist consultants who ensure that the company is aware of its actual and future legal obligations in this field.

Aera Advisory is committed to preventing pollution and the adverse use of resources arising from our activities and moving towards best practices for corporate sustainability.

In managing our environmental concerns, we seek to:

- Operate and continually improve our environmental performance throughout our operations and the protection of the environment for elements within our control or sphere of influence as assessed with reference to our context and interested parties;
  - Ensure the availability of information and of necessary resources to achieve objectives and targets;
  - Support the integration of environmental considerations and objectives into our business decisions and strategic direction of our business where practicable;
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- Co-operate with other organisations in respect of environmental management;

We are committed to providing adequate organisation, arrangements, and financial and physical resources to facilitate the successful delivery of this Health, Safety and Environmental Policy. We will ensure that competent personnel are available to provide authoritative advice, training and support, to assist in promoting a strong and positive health, safety and environmental culture.



Stuart McGowan, Managing Director, February 2026