

HEALTH AND SAFETY POLICY

HOW BOXX GLOBAL LTD PROTECTS THE HEALTH AND SAFETY OF ITS PEOPLE

Document

IG-POL-03

Review

Annual, or following significant change

1. POLICY STATEMENT

At Boxx Global Ltd, the health, safety and wellbeing of our employees, contractors, clients and other stakeholders is a fundamental priority. We are committed to providing and maintaining safe and healthy working conditions and to preventing work-related injury and ill health across all areas of our operations.

We recognise that our activities may take place in challenging, remote, offshore, maritime and high-risk environments where personnel can be exposed to increased operational, security, environmental and occupational hazards. Health and safety considerations will therefore form an integral part of our planning, mobilisation and delivery of services.

Boxx Global Ltd will identify and assess workplace hazards, implement appropriate control measures and provide the information, instruction, training, equipment and supervision necessary for personnel to carry out their duties safely. Where risks cannot be eliminated, they will be reduced to the lowest reasonably practicable level.

We are committed to complying with applicable health and safety legislation, regulatory requirements, client standards and contractual obligations in the jurisdictions where we operate. We will promote a positive safety culture where personnel are encouraged to report hazards, incidents and concerns, contribute to improvements and intervene where they believe an activity cannot be undertaken safely.

Health and safety performance will be monitored and reviewed to identify lessons, strengthen controls and support continual improvement across Boxx Global Ltd's operations.

2. RESPONSIBILITIES

- **Board and Senior Management:** The Board of Directors and senior management retain overall responsibility for health and safety within Boxx Global Ltd. They will provide appropriate leadership, resources and oversight to ensure health and safety risks are effectively managed and that applicable legal, regulatory and contractual requirements are addressed.
- **Managers and Supervisors:** Managers and supervisors are responsible for implementing this policy within their areas of responsibility. They must ensure that appropriate risk assessments are completed, safe systems of work are established and personnel receive the information, instruction, training and supervision required for their duties.
- **Operational and Project Management:** Those responsible for planning and delivering operations must ensure health and safety risks are considered from the outset and throughout the activity. This includes mobilisation, travel, vessel and offshore activities, security operations, equipment use, working environments, emergency arrangements and any changes that could introduce additional risk.
- **Risk Assessment:** Managers and supervisors must ensure hazards are identified and risks are assessed before work begins. Control measures must be proportionate to the level of risk and reviewed where operating conditions, personnel, equipment or the nature of the activity changes.
- **Training and Competence:** Boxx Global Ltd will ensure that personnel are appropriately trained, experienced and competent for the activities they undertake. Where specific qualifications, certifications or specialist training are required, these will be identified and verified before personnel are assigned to relevant duties.
- **Personal Protective Equipment:** Where PPE is required as part of the identified control measures, appropriate equipment will be provided or specified for the activity. Personnel are responsible for using PPE correctly, maintaining it appropriately and reporting damaged, defective or unsuitable equipment.
- **Employees and Contractors:** Every employee and contractor has a responsibility to take reasonable care of their own health and safety and that of others who may be affected by their actions. Personnel must follow established procedures and instructions, use equipment correctly and cooperate with the company's health and safety arrangements.
- **Incident and Hazard Reporting:** All personnel are expected to promptly report accidents, incidents, near misses, unsafe conditions and identified hazards. Significant incidents will be investigated to establish causes, identify lessons and implement appropriate corrective or preventive actions.
- **Stop Work:** Personnel have the authority and responsibility to stop or challenge an activity where they reasonably believe there is an immediate or unacceptable risk to health or safety. Work should only resume once the concern has been assessed and appropriate controls are in place.
- **Contractors and Third Parties:** Contractors and subcontractors working on behalf of Boxx Global Ltd are expected to meet applicable health and safety requirements and comply with relevant company, client and site-specific procedures. Appropriate health and safety requirements will be considered as part of contractor selection, mobilisation and oversight.

- **Emergency Preparedness:** Management will ensure that appropriate emergency arrangements are established for foreseeable incidents relevant to the operating environment. Personnel will be briefed on applicable emergency procedures, communication arrangements, evacuation requirements and individual responsibilities.

3. REVIEW AND COMMUNICATION

This policy will be reviewed annually or following significant incidents, changes in legislation, or operational changes to ensure its ongoing effectiveness and relevance. It will be communicated to all employees, contractors, and relevant stakeholders, fostering an open dialogue on health and safety matters and encouraging feedback to enhance our practices.

APPROVAL

Approved by	Director, Boxx Global Ltd	Effective	02/09/2026
Signature	J Rogerson	Next review	12 months from approval