

Procedure:	Health Safety & Wellbeing Statement
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Health, Safety & Wellbeing Statement

As a global investor and developer in infrastructure projects, Invesis provides management of the project construction and operational phases and coordinate the requirements of all involved key stakeholders. By using our combined expertise and our commitment, we provide clarity, certainty and confidence in every project. We are truly proud to often exceed our Clients' Health Safety & Wellbeing (HS&W) expectations. This Statement applies to all activities and services provided by Invesis.

Invesis recognizes that its employees, either permanent or contracted, are its most valuable assets and accept its responsibility to provide a healthy and a safe workplace for all employees to flourish and recognizes its responsibility regarding the communities and environment who may be affected by its activities.

We strongly believe that:

- Our employees are our most valuable assets.
- "*Flourishing through Safety*" is not just a slogan to improve our awareness on HS&W but represents our true commitment to integrate HS&W within the activities of Invesis.
- Negative impacts of our activities on the environment should be minimized.

We emphasize that:

- Strong leadership, personal awareness & responsibility are key factors for a strong HS&W performance.
- Recognition, understanding and minimizing risk is the foundation of incident prevention.
- Effective transparent communication at all levels reduces interface and potential hazards.
- Continuous improvement is a cornerstone of an excellent occupational HS&W program.

We commit to:

- Strive for achieving '*Flourishing through Safety*' by:
 - o Visible commitment, leadership and involvement of Management.
 - o Promote a flourishing mindset, where people genuinely care and watch out for each other.
 - o Allocating sufficient resources to achieve the HS&W objectives.
 - o Promote One Integrated Team.
- Protect the environment in the locations where we operate our services and activities.
- Pro-actively integrate our HS&W objectives into all levels of our activities.
- Conduct risk management and implement appropriate control measures.
- Monitor, audit, and report on our and (sub)contractors' HS&W performance to ensure continuous improvement.

A handwritten signature in blue ink, appearing to read "Chris Williams".

Chris Williams
CEO