

## HEALTH, SAFETY, ENVIRONMENTAL AND SUSTAINABILITY STATEMENT

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The Directors of Carver Coaching Ltd considers Health, Safety & Environmental Management to be a vital component in the success of the business. Their involvement in these processes through visible and active commitment sets the example that is essential for all personnel engagement. We promote safe and healthy working conditions together with minimising impacts on the environment. This generates an excellent culture in line with company values that improves our performance standards.

Carver Coaching Ltd is committed to business conduct that actively promotes and protects the health, safety and environment (HSE) of it's employees, contractors, business partners, visitors and the communities where we work.

Carver Coaching Ltd will continuously communicate it's HSE commitment to employees contractors, vendors and customers and solicit their feedback on improving our HSE program. Where existing laws and regulations are not adequate to assure protection of human health, safety and the environment, Carver Coaching Ltd will establish them internally.

### Health and Safety

Carver Coaching Ltd promotes active participation of employees, contractors and business partners in achieving HSE success. Protecting the well-being of employees, contractors and the public takes precedence over all other factors.

### Environmental Sustainability

Carver Coaching Ltd's commitment to environmental matters is an integral part of our culture and business practices. It's our policy to ensure the integrity of our processes and that they are protective of the environment. We strive to prevent releases to the atmosphere, land or water and will employ waste minimising techniques wherever possible. We manage our operations with a commitment to environmental, social and community stewardship. To achieve our sustainability goals, we strive to reduce our environmental footprint while supporting development and collaboration on other sustainability issues both internally and externally. See our separate Net Zero Strategy Statement for more details on this.

### Commitment

The greatest strength of Carver Coaching Ltd is it's personnel. The success of our HSE relies not only on our commitment to provide a safe work environment, but also on each employee's commitment to uphold safe work practices. Accordingly, it's the

responsibility of every employee and contractor to stop any unsafe practice or condition until it is brought to an acceptable risk level. High levels of psychological safety are paramount to our team work and we encourage all personnel to speak up without fear of retribution.

Each employee must be committed to HSE, not only for themselves, but for their fellow co-workers and the surrounding communities. Every employee and contractor has a legal and regulatory obligation to act in a safe and environmentally sound manner, the responsibility for actively participating in peer observations and subsequent interventions, and the responsibility to follow all safety and environmental compliance requirements.

We will:

- comply with applicable environment, health and safety laws, rules and regulations
- take appropriate measures to protect the environment and health and safety of our employees and contractors, customers, suppliers and neighbours from unacceptable risk;
- take appropriate measures to prevent workplace injuries and illnesses; provide employees with a safe and healthy work environment;
- assess environment, health, and safety impacts before starting a new activity or project;
- comprehend environment, health, and safety impacts in the design and acquisition of products and services;
- eliminate unacceptable risks from facilities, products, services and processes;
  - strive for continual improvement of its environmental impact, conserving natural resources, eliminate the use of toxic and hazardous materials; preventing pollution; recover, reuse, recycle;
- address climate change by reducing the carbon footprint of our operations, products and services; see separate Net Zero Statement.
- ensure our suppliers to adhere to applicable environment, health, and safety laws, rules and regulations

### **Continuous Improvement**

It is the expectation of Carver Coaching Ltd that all personnel will continuously strive to improve their HSE performance, with new strategies and objectives constantly being developed. Management, along with the entire workforce, must be active participants in the company's goal of achieving zero unsafe behaviours/conditions and maintaining our environmental sustainability.

Signed: 

**Name: LISA MARTIN, MANAGING DIRECTOR OF CARVER COACHING LTD**

**Dated: September 26th, 2025**