

Brunel International N.V.

Global Health & Safety Policy

About Brunel

Founded in 1975, Brunel is a global specialist delivering customised project and workforce solutions to drive sustainable industry transformations through technology and talent. With a broad international presence and a strong network of experts worldwide, we deliver Project and Consulting Solutions, Workforce Solutions and Global Mobility Solutions that transform global projects in Renewables, Conventional Energy, Mining, Life Sciences, Future Mobility, Industrials & Technology and many other sectors.

Guided by our passion for people and a commitment to integrity, we recognize our ability to create positive social and environmental impact. Our strategy embeds Environmental, Social, and Governance (ESG) principles at the heart of everything we do, driving sustainable and responsible growth across all markets.

Scope

This policy applies to all Brunel regions and entities, covering every aspect of our operations and partnerships.

1. Purpose

At Brunel, our goal is to make a positive impact every day. We are dedicated to creating and maintaining a safe and healthy work environment for our internal colleagues, specialists, clients, and visitors. As a global recruitment and staffing company, we understand that we may share responsibility for the safety and well-being of our staff with our clients. In such situations, we are committed to collaborating, reviewing, and coordinating activities with all parties who share a duty of care. Our definition of a healthy workplace encompasses mental wellness, and we strive to achieve positive outcomes in this regard by taking a holistic approach.

2. Our commitment

As a responsible organization, we are committed to constantly developing and enhancing our Global Health, Safety, Environmental & Quality (HSEQ) Management System across all regions. This involves defining objectives, identifying and eliminating potential hazards, reducing health and safety risks, complying with legal and other requirements, establishing key performance indicators, and providing health and safety training. We are committed to continuous improvement. We set challenging and measurable objectives and targets, and regularly evaluate our organizational activities, legal obligations, performance, and associated risks against those objectives and targets. We conduct regular reviews of our HSEQ Management System to ensure compliance with all applicable legal, regulatory, and industry standards. We involve and consult with our specialists and their representatives to achieve high compliance. As part of our Wellbeing, Health & Safety Strategy, we define KPIs and measure them regularly, which helps us identify areas that need corrective action

3. Our culture

At Brunel, we prioritize the health and safety of both ourselves and those around us. We strictly follow all approved instructions and procedures to ensure a safe working environment. Furthermore, we comply with local government health directives and specified requirements to maintain a safe and healthy workplace. Each team member is responsible for contributing to their own physical and mental well-being, as well as that of their colleagues, especially those who are new or inexperienced. We all work together towards making Brunel's facilities and those of our clients even safer places to work. We therefore prioritise Safety Leadership and ensure that our managers and staff is equipped to address safety concerns systematically.

4. Deployment and governance of the Global Health & Safety Policy

Our commitment to Health & Safety is driven from the top by our CEO - and our leaders are held accountable to establish and maintain workplaces that are safe. The Board of Directors is responsible for adopting this Global Policy. The CEO also owns the overall Health & Safety policy and programs and oversees its implementation across all regions. It is our objective to maintain Brunel's entrepreneurial spirit and to reinforce management safety leadership within the Brunel Businesses. Therefore, developing a bespoke regional approach to Health and Safety is a regional responsibility. Each regional's approach is to be guided by the following principles through which Regional management, in collaboration with Brunel International, shall:

- Manage Health and Safety in line with this policy
- Manage Health and Safety matters as any other critical business activity
- Ensure that Health and Safety is a line management responsibility
- Ensure that risk awareness forms the basis for all Health and Safety related initiatives
- Promote a constructive Health and Safety culture in which safety leadership is defined & developed

5. Link to other Global Policies

This policy is a set of defined business conduct expectations captured in Brunel's Global Policies. This policy should be read in conjunction with the policies below:

- Global Code of Conduct Policy
- Global Diversity, Inclusion and Belonging Policy
- Global Whistleblowing Policy

The policies above can be found on the internal Connect policies pages and on **www.brunelinternational.net** => Corporate Governance => Governance documents