



## ESS Ltd. & Eirdata Ltd. Environment & Sustainability Policy



We at ESS Ltd. and Eirdata Ltd are committed to conducting our operations in a manner that protects our employees from injury and safeguards the environment in which we operate. To achieve and sustain these objectives, we have implemented a number of Environment, Health, Safety and Sustainability (EHS&S) programmes:

- **Compliance:**
  - We monitor legal compliance and implement procedures to comply with applicable EHS&S regulations and standards.
- **Training & Awareness:**
  - We provide training to our employees to ensure they have the necessary information to perform their roles safely.
  - We educate and engage our employees to actively participate in accident prevention, environmental conservation and sustainability efforts.
- **Risk Management:**
  - We identify the hazards and assess the risks associated with our operations, implementing actions to reduce the potential for injury, ill health and harm to the environment.
- **Environmental Impact Reduction:**
  - We focus on responsible waste management in our offices and operations. We inform our employees of the importance of minimising waste, recycling where possible and complying with waste management procedures.
  - We prioritize procuring vehicles with high fuel efficiency and explore alternative fuel options.
- **EHS&S Governance:**
  - EHS&S Key Performance Indicators are used to monitor progress on an ongoing basis as an integral part of business management.
  - The effectiveness of the Environment, Health and Safety Management System is reviewed annually by Senior Leaders and opportunities for improvement implemented.
- **Consultation and Collaboration:**
  - We engage with our employees and encourage their input and participation in achieving our objectives.
  - We collaborate with suppliers, partners and clients to collectively achieve safety, environmental and sustainability goals.
- **Continual Improvement:**
  - We set annual objectives to enhance EHS&S performance, reduce the likelihood of injury/ill health and to protect the environment.
  - We actively seek innovative solutions to increase environmental efficiency across all locations.

This Policy shall be communicated to all employees and stakeholders. It shall be reviewed and updated regularly to ensure its continued effectiveness.

Signed: \_\_\_\_\_

Date: 28 Feb 2025

Bernard Yore, Chief Executive Officer.