

At Genus, we are committed to conducting our operations safely and responsibly, protecting the health and wellbeing of our employees, contractors, clients, communities, and the environment. As a publicly listed entity, we uphold the highest standards of integrity and transparency in all aspects of our Safety, Health, Environment, and Quality (SHEQ) management.

Our objective is to provide a process of risk management and internal compliance and control. To achieve this, we commit to:

- Promoting a *Think Safe. Work Safe. Home Safe* risk-based culture where all workers are responsible for their own safety, the safety of others, and the quality of their work.
- Delivering products and services that meet or exceed customer expectations, statutory requirements, and industry standards.
- Provide a system for identifying, assessing, controlling, and monitoring risks and opportunities, that promotes and communicates our risk management strategies, objectives, and targets.
- Identify and measure the performance of all risks and opportunities that might impact upon the achievement of the Company's goals and objectives.
- Measure and report performance using established company performance indicators.
- Regular assessment and review of the effectiveness of our risk management processes, to drive continual improvement and provide lessons learnt.
- Managing risks to external and internal factors in the context of the organisation, including human behaviour and cultural factors.
- Minimising adverse environmental impacts by efficiently using resources, preventing pollution, and complying with environmental legislation and best practices to reduce our GHG emissions and climate-related risks to enhance our resilience to climate change.
- Consider all risks and opportunities, associated with the needs and expectations of interested parties.
- Provide necessary resources, awareness, training and competency to manage and maintain risk compliance.
- Consult with, engage, and empower our workers and stakeholders, to encourage active participation, in implementing and providing an overall risk and opportunity framework.
- Identify legal and other requirements, based on risk and opportunity, to meet and maintain our internal governance and contractual requirements, and that of other interested parties.
- Monitor and evaluate quality performance of the Genus Integrated Management System (IMS), to learn from and continuously improve our business, as outlined in ISO 9001 Quality Management Systems.
- Drive continual improvement and innovation based upon efficient risk and opportunity business processes, well-defined measurements, best practice, and customer feedback through regular monitoring, auditing, and management review.

The Board and Senior Management shall provide visible leadership and allocate adequate resources to implement this policy. Managers are accountable for integrating risk management into business planning and decision-making. All workers are responsible for reporting hazards, incidents, or non-conformances promptly.

This policy is communicated to all persons working for or on behalf of Genus, and made available to stakeholders, including the public, through Genus' website and other suitable means.

A handwritten signature in dark ink, appearing to read "D. Riches".

David Riches
Managing Director
GenusPlus Group
Date: 18/08/2025