



The Management of Limen is dedicated and firmly committed to providing a safe, healthy, and environmentally responsible workplace for employees, sub-contractors, visitors, and any other person who may be affected by our work activities. We shall conduct our business, so far, as is reasonably practicable, in such a manner as not to expose any persons to risks that may negatively affect their health and safety and minimizes our potential impact on the environment.

At Limen, we are committed to carrying out all our activities in compliance with all relevant and applicable Occupational Health and Safety Legislation and Environmental Legislation, standards, and best practices, as far as possible. We shall communicate our environmental, health and safety commitment to our clients and the public, and we encourage them to support it. Employee health and safety is a core value for Limen and as the employer we acknowledge, the ultimate responsibility for employee health and safety and the environment, as a company priority. Responsibilities for all workplace parties, including Senior Management, sub-contractors, and visitors are listed in the HSES-A003 Roles and Responsibilities Procedure.

### **Health & Safety**

Limen shall, as far as reasonably practicable, and in conjunction with Limen Corporate Policies, recognize the right of workers to work in a safe and healthy environment and we commit to providing this environment through our HSEMS Program. We commit too:

- Provide a place, location, equipment and systems of work that are safe and do not pose risks to health.
- Provide information, instruction, training, and supervision to ensure all employees identify hazards, work to mitigate risk, while contributing positively to their own health and safety at work.
- Consult, collaborate, and communicate with all employees in relation to Health and Safety.
- Empower all employees to actively participate in our Health & Safety Program.
- Recognize all our employee's rights under the OHS Act.

Limen is committed to dealing with all identified hazards, firstly by elimination, if possible, by substitution or replacement with less hazardous substances, reduction of employee exposure to an internationally acceptable level and as a last resort, the use of personal protective equipment.

### **Environmental**

Limen shall, as far as reasonably practicable and in conjunction with Limen Corporate Policies:

- Train, educate, inform, and consult with our employees about environmental issues that may affect their work, including the reduction of waste through re-use and recycling practices and by purchasing recycled, recyclable, or re-furnished products and materials where these alternatives are available, economical, and suitable.
- Promote the efficient use of materials and resources throughout our company including water, electricity, raw materials, and other resources, particularly those that are non-renewable.
- Endeavor to use non-hazardous materials and product, when practicable.

Limen shall effectively implement a HSE Management System to ensure all our policies and procedures are continually reviewed and updated accordingly. We shall continue to improve and enhance the company's performance through the setting and reviewing of annual objectives and goals. The Limen HSE Management System shall be audited and reviewed at minimum annually and updated as required.

*Antonio Lima*

**Antonio Lima**

**Founder, President & Chief Executive Officer**

**Date:** March 26<sup>th</sup>, 2026