

# Health Safety Environment and Quality (HSEQ)

## Statement of Intent

Thalia is committed to adopting a proactive culture for the management of risk, with openness and transparency. We shall actively engage with all interested parties, including our investors, regulators, clients, customers, suppliers, employees, industry bodies and the wider communities we service to ensure the highest level of service is continually achieved, exceeding expectations whilst adding value to what we deliver.

As a minimum, we shall comply with all regulatory and other relevant requirements, setting targets and objectives that shall assist in developing our organisation and our people. The elements below shall be our leadership teams' areas of focus, integrating these elements into all organisational functions.

### Health & Wellbeing

We shall ensure that all appropriate measures are in place to prevent work activities from adversely affecting the health and wellbeing of our employees, contractors, customers, and the wider communities we service. We are committed to supporting the health and wellbeing of our employees and others, enabling everyone to achieve a healthier lifestyle.

We aim to ensure that everyone attends work fit and well. Thalia maintains a zero-tolerance approach to drugs and alcohol in the workplace.

### Safety

Embedded in our culture and stemming from our values, we strive to be an organisation that is continually learning. Inherent to this is our drive to minimise risk, prevent accidents and incidents that may arise from our work activities, and ensure the safety of people and property. In addition, we aim to learn from observations and any adverse events.

We are committed to our Thalia Code and communication and consultation channels, which give all of our people a voice and enables transparency, communication and participation throughout the business.

### Environment & Sustainability

We are committed to assessing and understanding the environmental aspects and impacts associated with our work activities, including their effects on climate change, the community, wildlife, ecosystems, biodiversity, and habitats. By implementing requisite controls, we aim to foster environmental resilience, eliminate waste, reduce greenhouse gas emissions, minimise energy and water consumption, and prevent pollution, creating a sustainable and responsible workplace environment.

Thalia's dedication to corporate social responsibility is reflected in our sustainability strategy. This strategy addresses Environmental, Social and Governance (ESG) improvements, with a focus on biodiversity, habitat protection, energy efficiency and resource management. Thalia is committed to delivering a reduction in our carbon footprint, and to achieve Net Zero carbon emissions by 2050.

### Quality

Thalia is committed to achieving operational excellence and providing solutions that continue to deliver service supported by Thalia's values – Ambitious, Responsible, Inclusive and Collaborative. Our assurance programme drives compliance with an integrated management system, encourages continual improvement and ensures our activities consistently meet the requirements of our clients and interested parties. Organisational objectives are monitored, measured, reported, communicated across the organisation, and made available to relevant interested parties.

## People

We value and respect our employees. We will encourage, support and guide their development, to enable them to achieve their full potential aligned to the current and future needs of our organisation. We commit to strengthening our employees' understanding of inclusion, equality, and diversity, cultivating a culture where all employees feel valued, heard and able to bring their whole selves to work.

## Communities

We will engage with the communities we serve, understanding our impact and their needs whilst delivering a value-added service that exceeds their expectations. We commit to offering educational programmes to all, developing the community's understanding of the work we do and how they can support our initiatives.

We shall make this statement of intent available to employees and other interested parties, formally reviewing it annually or sooner if required, taking account of organisational performance, regulatory requirements, employee feedback, and interested party consultation.



Paco Hevia  
Chief Executive Officer

January 2026