



UKI Health, Safety and Environment Policy

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20 Jan 2026

At BMI, our goal is to ensure a safe working environment for everyone, regardless of whether they work in one of our sites, installation sites or customer premises. We preserve and promote the physical and mental health of our employees. It is also our goal to protect the health of the community members within which we operate and our customers.

BMI also considers the long-term impact of its operations and products on the environment. Across our sites, we continually make operational improvements to build a sustainable platform for delivering the solutions which our customers require.

This Health, Safety, and Environment (HSE) Policy ("HSE Policy") serves as a framework for all our activities. **Managers** are responsible for creating a culture that drives our commitment to a safe working environment for everyone and to minimise our environmental impact. **Each employee** is responsible for adhering to this HSE policy and actively contributing to the achievement of our HSE objectives.

In BMI, we apply the four principles below:

1. COMMITMENTS & COMPLIANCE

- We are committed to comply with all applicable laws, regulations, and relevant industry standards, related to health, safety, and environmental protection.
- We demonstrate our commitment to continuously improve the design of our HSE strategy by engaging and collaborating with our different stakeholders and especially customers to meet their expectations.
- We regularly review and update our HSE policies and procedures to ensure ongoing compliance with legal and regulatory requirements.
- We demonstrate our commitment to the protection of the environment, including prevention of pollution and other specific commitment(s) relevant to the context of our organization;

2. MANAGEMENT OF RISKS AND ENVIRONMENTAL IMPACTS

- We regularly conduct comprehensive HSE risk assessments across all BMI locations, to support accident prevention and reduce environmental impact.
- We implement controls to mitigate and manage HSE risks and impacts.
- We provide appropriate training to equip our employees and contractors to effectively identify and mitigate risks and environmental impacts.

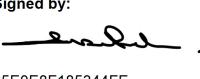
3. CONTINUOUS IMPROVEMENT

- We are committed to the continual improvement of the environmental management system to enhance our environmental performance.
- We are committed to continuously updating our risk assessment and learning from HSE events.
- We have set measurable objectives and targets to drive progress in reducing accidents and incidents.
- We aim to minimize our climate impact by optimising our processes and enhancing circularity through a life cycle approach.
- Our commitment includes regularly monitoring and evaluating our HSE performance, identifying areas for improvement, and taking prompt corrective actions

4. EMPLOYEE'S PARTICIPATION

- We value and encourage the active participation of all employees in HSE matters.
- We also encourage open communication, consultation, and collaboration to increase awareness on environmental topics and foster a culture of safety and well-being

Together, we can all help BMI make a positive impact on the lives of everyone we touch, on the future of our Planet, and long-term profitable growth for our shareholders and our customers.

Signed by:

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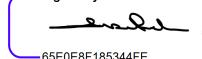
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