



## QUALITY, HEALTH & SAFETY POLICY

Unity's Quality, Health and Safety (QHS) values and objectives are defined within this policy. Unity is a leading provider of well integrity solutions for the upstream oil and gas industry.

We are committed to providing high quality services to all our clients whilst ensuring the health and safety of our employees, stakeholders and the public. Delivering these services is dependent upon a robust management system which is an essential component of our business strategy. Unity is committed to the continuous improvement and certification of its management system through accreditation to relevant industry and international standards.

Maintaining safe, healthy and productive work environments requires cooperation and participation from everyone on the team, this includes management, employees and external stakeholders alike. We are committed to working together to achieve safe and quality services in all aspects of our business.

To live our values, Unity and all our employees are committed to:

- Providing a Management System compliant with applicable standards.
- Continually train and develop our people to allow us to deliver excellent service to our clients while demonstrating our commitment to QHS best practice
- Establishing defined and documented QHS objectives consistent with this policy
- Ensuring adequate resources are available to comply with our policy and achieve our objectives.
- Complying with all relevant legislation, industry standards and client requirements
- Maintaining the highest practical standards of quality, safety, and occupational health
- Developing and maintaining a positive health and safety culture
- Ensuring that all employees are aware of their statutory duties and take reasonable care of themselves and others
- Monitoring and continually improving our QHS performance
- Reviewing our QHS Management System on a periodic and documented basis to ensure the continued applicability of the system
- Imposing our QHS standards on our suppliers, contractors, and sub-contractors

We believe that a collaborative effort from all stakeholders is required. This teamwork will create QHS performance that we are proud of and will earn the confidence of our customers and clients.

The CEO may delegate authority to any individual to handle the general oversight of QHS. However, overall responsibility of QHS remains with the CEO and Management Team. As a minimum, our QHS policy will be reviewed annually and enhanced as required to ensure continued suitability to the services we provide.

This policy will be made available to interested parties on request. It is also available to the public via our website. Signed versions of this integrated policy may be found on the company intranet and displayed on notice boards throughout Unity facilities.

A handwritten signature in black ink, appearing to read "Gary Smart", with a long horizontal line extending to the right.

**Gary Smart - CEO**

**Date: 09/03/2026**