

Our Credo is the foundation of our Environment, Health and Safety (EHS) Policy.

It provides us with a clear, compelling, and enduring reminder of our responsibilities to employees, communities, and Customers. Our Credo states we must ensure working conditions are clean, orderly, and safe; encourage better health and education; and maintain in good order the property we are privileged to use, protecting the environment and natural resources.

We believe that robust compliance is an essential prerequisite for EHS excellence.

We shall meet or exceed all applicable EHS regulations, Company standards and voluntary initiatives to which we subscribe. Each employee at Direct Earth Limited has a responsibility to comply with Environmental Health and safety legal requirements. We follow established policies and procedures to create safe and compliant workplaces, environmentally responsible operations, and a culture where healthy lifestyles are encouraged.

We believe that employee safety is a core value, inseparable from our mission of improving human health.

We foster a culture of safety for our employees. To manage our risks, we use management systems that identify hazards, drive continual improvement, and provide all information to our Employees. We believe that healthier employees are more engaged, more satisfied, and more productive. We empower our employees by encouraging them to know their health risks and by providing them access to healthy lifestyle programs and resources. We offer support for their physical, emotional, and mental wellbeing, enabling them to live healthy, full and productive lives.

We believe that a healthy planet is the ultimate human health issue.

We are committed to operating responsibly and we seek to reduce adverse environmental impacts from our services. To manage our environmental risks, we pursue a path of continual improvement - investigating, assessing, understanding, and improving environmental aspects and impacts using robust management systems. We educate our employees, our suppliers, our customers, and other interested parties about our efforts and expectations in this area.

A handwritten signature in black ink, appearing to read "Cameron Darwen".

Cameron Darwen -Managing Director
Date 27/08/2023