



Health and Safety Policy

Purpose of this policy

To share and communicate our commitment to provide a place of work that is secure and free from harm, by preventing damage, injury and ill health. This policy applies to all Pennon Group and subsidiary companies wherever their operations are carried out and is reviewed and, if necessary, revised annually.

Our commitment

We are committed to creating an environment in which no one is harmed, and we all go home safe, every day; we do it safely and responsibly, or not at all. We will achieve this by securing and protecting the integrity of our assets and supporting our employees; anyone working with us or those that may be affected by our activities.

Achieving our commitment

We are committed to continuously improving a strong and sustainable culture of health and safety across all our activities by:

- Requiring each of the subsidiary companies to establish a health and safety policy which reflects the purpose, commitment and actions of the Pennon Group policy
- Appointing a Group Health and Safety Director responsible for providing competent advice
- Deploying the best leadership and management structure systems required to deliver this policy
- Complying with all legislation, regulations and codes of practice relevant to our business
- Identifying and providing adequate training and supervision to ensure workers are competent to do their work
- Engaging and consulting with workers at all appropriate levels, on health and safety issues
- Identifying and controlling the risks arising from our operational activities
- Ensuring all our workers understand their responsibilities for their own Health and Safety as well as their colleagues and anyone else affected by our activities
- Implementing robust processes for the investigation of incidents and the capture of lessons learned to prevent re-occurrence
- Setting challenging performance targets and objectives that include both lagging and leading indicators
- Implementing robust health and safety management systems, adopting best practices and ensuring they are communicated and maintained
- Ensuring our supply chain partners meet the standards we set
- Monitoring and assuring our performance to verify that we are fully compliant with our standards, requirements and expectations.

The Board is responsible for establishing this policy and for monitoring and reviewing the health and safety performance of Pennon Group and its subsidiaries. The Pennon Group Chief Executive is responsible for implementing this policy.

| NAME | POSITION | SIGNATURE | DATE |
|---------------|-------------------------|-----------|------------|
| Keith Haslett | Chief Executive Officer | | 01/04/2026 |