

Xodus Group is proud to be a signatory to the UN Global Compact, in which the United Nations has set out 10 principles covering human rights, labour, environment and anti-corruption. Together these principles guide Xodus Group to fulfil its responsibilities to people and the planet, while also creating long-term success.

Xodus Group strives to conduct its business in a way that reduces Health, Safety and Environmental, Quality and Security risks to as low as reasonably practicable. We are committed to the prevention of injury and ill health by provision of safe working conditions, as well as protecting the environment by preventing pollution and minimising its impacts. This is underpinned by our vision *Together we will deliver a responsible energy future* which both guides us internally and in the interactions in the industries we work with.

Our Integrated Management System provides a framework and guidance to help Xodus achieve its objectives and reduce risk for the business services being conducted while complying with our principles:

General Principles:

- Maintain our Integrated Management System, seeking continual improvement,
- Measure the effectiveness of our Integrated Management System, in order to meet and continually monitor progression towards targets,
- Comply with all applicable requirements including statutory legislation, permits, codes of practice, contract terms, and other stakeholder expectations.

Health, Safety and Environmental Management Principles:

- Implement procedures, standards and systems that require all Health, Safety and Environment (HSE) risks associated with projects, offices, facilities and functions are controlled,
- Include regular active consultation with Xodus Group employees when seeking out and reviewing HSE risks, allowing potential hazards to be identified at an early stage and, where necessary, mitigated,
- Continually improve our in-house HSE performance, through setting objectives, and monitoring of progress towards these objectives, including improving procedures, standards, systems and working conditions,
- Influence our clients and industry to improve their environmental and safety performance through design and operational advice,
- Commit to being a net zero organisation and support urgent actions to combat climate change and its impacts, including reducing our GHG emissions,
- Commit to promote personnel and contractors to meet the Xodus Group expectations for HSE practices, and conduct operations in a safe, healthy and environmentally sensitive manner.

Quality Management Principles:

- Establish performance improvement objectives, and monitor performance and progress towards these objectives to ensure the desired quality is retained,
- Ensure that documentation is kept, in order to effectively control processes and monitor performance towards the company's Integrated Management System objectives,
- Ensure that personnel have appropriate knowledge, experience, skills, training and competency to a level that allows them to meet the required standards.





STATEMENT OF PRINCIPLES

Security Management Principles:

- Establish and encourage a culture that promotes security as everyone's responsibility so that risk to personnel, 3rd parties, business functions, projects, clients and suppliers is as low as reasonably practicable.
- Implement measures under our Integrated Management System that will reduce and control security risks to our assets, people, data and information/knowledge, intellectual property, reputation, relationships, and physical infrastructure to as low as reasonably practicable.

Xodus Group will encourage compliance with this Statement of Principles through the implementation and operation of our Integrated Management System.

Non-conformance will be identified and corrected.

The requirements of our Integrated Management System will be communicated widely so that all personnel and contractors are aware, understand and know they are required to comply.

Stephen Swindell

Managing Director

