

Integrated Management System Policy Statement FY27

At EA Technology, we are committed to delivering sustainable, reliable, and innovative grid-edge solutions that drive value for customers, employees, and stakeholders. Our Integrated Management System (IMS) reflects our core values of Collaboration, Creativity, Integrity, and Impact, ensuring:

- **Quality Excellence:** We deliver world-class solutions through continuous improvement, rigorous testing, and adherence to global standards
- **Customer-Centric Approach:** We prioritise customer satisfaction by providing competitive, easy-to-use solutions that align with market needs
- **Sustainability Commitment:** We integrate environmental and social responsibility into our operations, ensuring energy solutions contribute to a sustainable future
- **Employee Development & Safety:** We invest in our people, fostering a culture of innovation and engagement while ensuring a safe and inclusive workplace
- **Regulatory & Ethical Compliance:** We operate with integrity, ensuring full compliance with industry regulations, legal requirements, and ethical standards. To facilitate this, the Company aligns processes by implementing and maintaining a management system which forms an integral part of the Company's business strategy and is designed to meet the requirements of ISO 9001, ISO 14001 and ISO 45001 (latest editions)

Policy Commitments

1. **Resource Allocation:** We will provide adequate resources to ensure our policy commitments are met
2. **Legal Compliance:** We commit to conforming to all relevant legislation and other applicable requirements
3. **Safe & Healthy Work Environment:** We will provide and maintain safe and healthy working conditions for all employees, contractors, and visitors. We will eliminate hazards and reduce health and safety risks to as low as is reasonably practicable
4. **Continuous Improvement:** We will commit to meeting applicable requirements in relation to our ISO certifications and ensuring that customer satisfaction is surpassed wherever possible. We will strive for continuous improvement to enhance the effectiveness of our management system
5. **Performance Measurement & Development:** We will establish clear performance indicators to measure business and staff efficiency and drive continual improvement through lessons learned and best practices
6. **Employee Competency & Training:** We will ensure employees are competent in their roles by identifying training needs and providing appropriate development opportunities

7. **Effective Communication & Supervision:** We will provide all staff, contractors, visitors, and customers with suitable information, instruction, and supervision
8. **Stakeholder Engagement:** We will develop a positive culture by actively engaging with employees, clients, suppliers, sub-contractors, shareholders, investors, and the local community, consulting with them where necessary
9. **Incident & Learning Culture:** We will encourage reporting of lessons learned, customer feedback, accidents, and safety observations, investigating and implementing remedial actions. We will promote safe behaviour and re-educate unsafe behaviours
10. **Objective Setting & Monitoring:** We will set objectives and targets to support our policy commitments and regularly monitor progress to drive continual improvement in safety, environmental, and quality performance
11. **Policy Communication:** We will ensure this policy is accessible to all staff and stakeholders, including associates, suppliers, subcontractors, and customers via our website
12. **Environmental Responsibility:** We will actively work towards reducing our environmental impact by improving resource efficiency, minimising waste, and reducing carbon emissions across all business operations. We will prevent pollution by minimising waste and preventing harmful emissions
13. **Annual Review:** We will review this policy annually to ensure our Management System remains fit for purpose and aligned with business objectives

Through this policy, EA Technology reinforces its position as a leader in sustainable grid-edge technology, aligning profitability with purpose and delivering strategic growth globally.

This policy will be reviewed annually to ensure continued alignment with business goals and stakeholder expectations.

Gareth Burton
(CEO, EA Technology Ltd)

Signed:



Date:

26 March 2026

Next review: By end of March 2027

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