

HEALTH AND SAFETY STATEMENT

ESSA Sales & Distribution seeks excellence in every aspect of its business and is committed to ensuring the firm complies with its legal duty under all applicable health & safety legislation, and other requirements, to ensure the health & safety of its partners and employees, visitors to its places of business and others directly affected by relevant activities under the firm's control.

It is the aim of ESSA Sales & Distribution so far as is reasonably practicable to:

- Eliminate hazards and reduce any health & safety risks associated with conducting our business;
- Prevent accidents and work-related ill health, to our people and visitors;
- Develop a health & safety culture through consultation and participation with our people and developing awareness of their personal responsibilities.

To achieve these aims and to demonstrate continual improvement in our management of health & safety, ESSA Sales & Distribution will implement a documented occupational health & safety management system. The effectiveness of the system will be measured by the firm's health & safety performance, which will be reviewed on a regular basis by senior management, who will agree to objectives for the continual improvement of the management system.

This statement represents our general commitment to provide a safe working environment and informs of our specific policies and practices for health & safety. Reference to this health & safety policy is included in our employment manual and annual compliance training to ensure members of staff are aware of their individual health & safety obligations.

In accordance with health & safety legislation, this policy will be reviewed on a regular basis.

Eugen Saulea,

CEO ESSA Sales & Distribution

Statement last revision: January 2024