



Health & Safety Policy, Statement of Intent

HSMS-OFR-XX-XX-HS-Z-0019 - Policy-H&S Statement of Intent

Health & Safety Policy, Statement of Intent

'One Frio is committed to preventing harm, protecting health and promoting wellbeing across its uptime-critical cold storage and warehousing operations. Our sites involve safety-critical refrigeration plant, materials handling equipment, vehicle-intensive yards, and contractor-heavy maintenance and projects. We encourage reporting and learning, including stop-work authority where conditions are unsafe.'

One Frio shall provide safe and healthy working conditions and safe systems of work for employees, agency workers, contractors and all persons affected by One Frio activities. Health, safety and wellbeing (HSW) performance is governed through Board oversight, a monthly HSW Committee, and a quarterly ESG Committee interface for investor reporting and escalation.

To demonstrate this commitment, One Frio shall:

- Comply with applicable local laws and regulations and maintain local requirements register framework within the HSW Manual. This framework will be the enabler for setting occupational health and safety objectives which will be reviewed at least annually.
- Control occupational health and safety hazards through the application of the hierarchy of control. This requires consideration of elimination in the first instance and controlling any remaining residual risk as low as is reasonably practicable.
- Ensure competent workers, safe contractors and effective supervision for safety-critical work.
- Promote a speak-up culture, including stop-work authority and non-retaliation.
- Maintain audit-ready evidence trails for internal governance, customer assurance and investor diligence.
- Commit to achieving year on year continual improvement of our occupational health and safety management system.
- Implement an active programme of participation and consultation, with our employees on matters affecting their health and safety'.
- Communicate this policy to all persons under our control as well as making it available to all those that have an interest in our activities.

This policy statement is representative of the views of the Board with the sole aim of ensuring a safe and healthy environment for all.

It will be reviewed on an annual basis and will be revised and updated as required.

Signed by:

Aric Adams

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8/6/2026

Signed by:

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