

EPS is a support services group focused on the global provision of clean water for our customers and their communities.

CSR is defined as the integration of business operations and values, whereby the interests of all stakeholders including investors, customers, employees, the community, and the environment are reflected in the company's policies and actions. EPS is committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Our Vision:

Best Place to Work



Our people are our past, our present and our future

EPS is committed to developing and maintaining a highly competent, efficient and empowered workforce. We will provide a safe and stimulating working environment which encourages innovation and continuous improvement so that everyone can make a difference. Our people will be the best the water industry can offer.

Our Customers Partner of Choice



Our customers, their needs and expectations, are the starting point for everything we do

We will seek to understand the issues and challenges that our customers face. We will build trust through the excellence of our services, solutions and the strength of our track record. We will demonstrate the value of our relationship by being the best at what we do.

Most Sustainable Company in our Industry



Our customers of tomorrow will increasingly expect sustainable water solutions

EPS will encourage and enable sustainability through our continuous commitment to creating sustainable solutions which empower our customers to responsibly manage and conserve energy and water resources. We will endeavour to continually meet or better our licence and environmental objectives.

Our Values:

Our Stakeholders



EPS recognises the importance of all feedback that we receive from our stakeholders. We are committed to maintaining an open dialogue, responding to feedback and communicating our strategies and targets to all stakeholders. We create shared value with our stakeholders by ensuring that our goals are aligned.

Innovation



We demonstrate our commitment to excellence in everything we do. EPS continuously invests in R&D in order to develop the most advanced and sustainable products, services and processes in the industry while also exploring and implementing new technologies and applications to achieve better outcomes.

Respect for People



We believe in building long-term relationships with our employees, customers, partners and suppliers based on mutual respect and co-operation. We conform to the highest standards of ethical behaviour and we conduct ourselves with an openness and transparency that facilitates trust.

Reliability



At EPS we demonstrate pride in our work and we strive to do a job right first time, every time. We are committed to meeting our high standards and delivering our products and services in a timely, reliable and safe manner.

High Performance



We vigorously strive for excellence, and continuously seek to improve our performance. We set clear and challenging goals for performance improvement and continuously pursue profitable growth in a planned and organised manner.

Sustainability



Sustainability is our driver for innovation. We are committed to putting sustainability first in all of our activities. We strive to develop cleaner technologies and solutions which reduce the environmental impact of not just



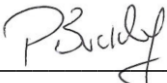
ourselves but of our customers as well; creating further value for our customers.

Our objective is to ensure that corporate responsibility is embedded in all of our activities.

CRS in EPS is managed with the following strategic objectives: -

- › Sustainability
- › Customer focused
- › People focused
- › Innovation
- › Operational excellence

The above Corporate Social Responsibility policy is supported by the management team and board of EPS and we will commit the necessary information and resources to ensure that the objectives are achieved. As with all EPS policies, its successful achievement will be part of the EPS performance management system where all employees have an essential role.

Signed:  May 2023
Patrick Buckley
Managing Director

Revision 4