

EPS Group shall ensure that all employees are provided with work clothing where required. It is the responsibility of managers / supervisors to ensure that those on their team are provided with the required clothing to complete their duties. This policy refers specifically to work clothes. For details on personal protective equipment (PPE) please refer to the PPE Policy.

All clothing purchased by the Company will be to approved standards. EPS will ensure that adequate supplies of all the necessary clothing is available for issue as required and that when issued to employees, a signature is obtained.

All EPS Group employees are expected to maintain their work clothing in good condition. Clothing / footwear must be maintained and cleaned in accordance with the manufacturer's instructions. Clothing / footwear must be inspected for wear and tear, loose seams and surface damage before use. Broken laces on boots must be replaced and materials lodged in the tread of the sole must be removed.

EPS Group recognises the principle of fair wear and tear and acknowledges that work clothes must be replaced. Fair wear and tear apply to clothing that has been torn or damaged to the extent that it cannot be repaired or reused.

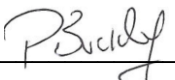
Employees must present the clothing to be replaced to their supervisor who will issue a replacement. The replacement periods for the garments are stated in the table below. If your clothing has become torn or damaged before the replacement period, employees must contact their supervisor.

Item	Workshop	Replacement period	Site	Replacement period	Operate	Replacement period
*Overall / Boiler Suit	2	6 months	3	Annual	3	Annual
*Trousers & Jacket	2	6 months	3	Annual	3	Annual
Fleece	2	Annual	3	Annual	3	Annual
Polo Shirt	3	Annual	3	Annual	3	Annual
Hi Vis Coat	0	N/A	1	N/A	1	N/A
Boots	1	Annual	1	Annual	1	Annual
Waterproof clothing	0	N/A	1	Annual	1	Annual

Table 1 – Clothing Replacement Period

*Employees can select either overalls or a jacket and trousers.

The above Clothing Policy is supported by the management team and board of directors. We will commit the necessary resources to ensure that the required clothing is provided to employees.

Signed: 
Patrick Buckley
Managing Director

Rev No: 5	PL-GRP-004	Owner: HSQEE	Rev. Issue Date: May 2026
Uncontrolled if Copied or Printed		Classification: Internal	Page 2 of 2