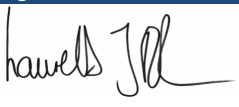


APPROVAL

The signatures below certify that this procedure has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Signature	Position	Date
Prepared by	Lauretta Wright		Chief Operating Officer	11/01/2026
Reviewed by	Louise Johnson		Chief Administration Officer	11/01/2026
Approved by	Adrian Wright		Chief Executive Officer	11/01/2026

AMENDMENT RECORD

This procedure is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Page No.	Context	Revision	Date
	Annual Review – updated in light of personnel changes etc.	1.01	11/01/2022
	Annual Review – updated in light of personnel changes etc.	1.02	11/01/2023
	Annual Review – updated in light of personnel changes etc.	1.03	11/01/2024
	Annual Review – updated in light of personnel changes etc.	1.04	11/01/2025
	Annual Review – updated in light of personnel changes etc.	1.05	11/01/2026

COMPANY PROPRIETARY INFORMATION

The electronic version of this procedure is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision in the field below:

Document Ref.	1.02	Rev	1.05
Uncontrolled Copy	☐	Controlled Copy	☒
		Date	11/01/2026

Happy Energy Solutions Ltd. is committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and our responsibility to the communities within which we operate or may affect.

Our vision is to exceed customer expectations for quality, safety, sustainability, cost, delivery and value. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

Our people

Happy Energy Solutions Ltd. is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. Happy Energy Solutions Ltd. is committed to:

1. Creating and nurturing an environment of success based on honesty and integrity;
2. Empowerment through training and communication;
3. Individual growth and equal opportunity;
4. Prevention of accidents and incidents;
5. Designing and providing a safe and secure work environment.

Our customers

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

Our community and environment

Happy Energy Solutions Ltd. is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behavior in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

1. Protection of the environment;
2. Conformity to compliance obligations;
3. Continual improvement;
4. Prevention of pollution and sustainable use of resources;
5. Climate change mitigation and adaptation;
6. Protection of biodiversity and ecosystems;
7. Other specific commitment(s) relevant to our context.

Our well being

Happy Energy Solutions Ltd. is committed to satisfying all legal and other requirements and to applying the hierarchy of controls to OH&S risks. We proactively comply with all applicable occupational health and safety, legal and regulatory requirements to which we subscribe in order to:

1. Prevent accidents and work-related ill health by managing health and safety risks in the workplace;

2. Provide clear instructions and information, and adequate training, to ensure employee competence;
3. Engage and consult with employees on day-to-day health and safety conditions;
4. Implement emergency procedures in case of fire or other significant incidents;
5. Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances.

Our quality

Happy Energy Solutions Ltd. is committed to achieving competitive excellence, continual improvement and providing our customers with products and services designed, produced and maintained to meet or exceed their expectations by:

1. Complying with all customer, statutory and regulatory requirements;
2. Enabling employees to achieve business and professional goals;
3. Continually improving our processes via our IMS;
4. Extending our IMS practices throughout our Supply Chain;
5. Setting documented Objectives, Key Performance Indicators and Service Level Agreements;
6. Undertaking Management Reviews of Objectives, Key Performance Indicators and Service Level Agreements;
7. Undertaking internal audits as a means of monitoring and measuring the processes and the effectiveness of the IMS.

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and world class business.

Our responsibility

Name	Title	Responsible Area	E H Q
Adrian Wright	CEO	Overall	E H Q
Lauretta Wright	COO	Operations	E H Q
Elijah Trevena	Retrofit Standards Compliance and Audit Manager	Project Standards Compliance	E H Q
Gary Dunstan	Retrofit Design, Installation and Assessment Manager	Retrofit Design	E H Q
Daniel Cotter	Occupational Health and Safety Manager	All areas	E H Q
Antony Somerville	Supply Chain Manager	Suppliers, Products, Sub-contractors and post installation services	E H Q
Ethan Wright	Business Development Manager	Business Development	E H Q
Joshua Brown-Martin	IT and Facilities Manager	IT and Facilities	E H Q

Name	Title	Responsible Area	E H Q
Ryan Hayward	Project Manager	Retrofit Coordination	E H Q
Louise Johnson	Chief Administration Officer	Legal and HR	E H Q
Fiona Bain	Chief Project Officer	Project Management	E H Q
Jessica Brown-Martin	Chief Marketing Officer	Marketing	E H Q