

## Purpose

This Policy outlines the Protech Group's (Protech) approach and commitment to Risk Management, for all levels of the business. It will outline Protech's objectives, as well as the commitments and the responsibilities of stakeholders as the business meets its brand promise of *Quality People. Every Time.*

## Scope

This policy is applicable to Protech and its stakeholders. All stakeholders have a part to play in Risk Management activities, as the actions, actions and decisions made have the potential to impact outcomes.

## Objectives

Protech will implement a Risk Management consistently across all levels of the business. This will be done by:

- Adopting risk-based thinking and actively manage risks within the business.
- Establishing a Risk Management Framework, and a risk appetite which is consistent and applicable to all areas and levels of the business.
- Encompassing all business areas within the Risk Management Framework.
- Developing a framework where identified risks can be objectively assessed and validated.
- Assigning ownership for all strategic risks.
- Developing and implementing both Proactive and Reactive controls for identified risks.

## Responsibilities

All Stakeholders have responsibilities under this policy. These are, at a minimum:

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|-------------------|--|
| <b>Protech</b>    | <ul style="list-style-type: none"><li>• Providing and maintaining Risk Management Frameworks.</li><li>• Facilitating implementation of proactive and reactive controls.</li><li>• Ensuring that team members can identify and raise awareness of risks.</li></ul>  |
| <b>Management</b> | <ul style="list-style-type: none"><li>• Ensuring that controls for risks are suitable, effective and reviewed.</li><li>• Listening to team members when they are raising awareness of risks.</li><li>• Ensure that any issues are escalated, or that any specialist support required is requested during the control of risks.</li></ul> |
| <b>Employees</b>  | <ul style="list-style-type: none"><li>• Identifying any new or changed risks and raising awareness of them once known.</li><li>• Not doing anything to increase the likelihood of occurrence or the negative outcome of a risk.</li></ul>  |

## Commitment

All Protech stakeholders commit to the following under this policy:

- Actively seek to identify and raise awareness of potential or actual risks to the business.
- Participating in the risk assessment process to ensure that impacts are understood.
- Consider and where appropriate consult with stakeholders on risk assessments and mitigation strategies.
- Ensuring that all proactive and reactive controls are implemented so far as practicable.
- Raising awareness when a risk changes, or the controls for a risk are not suitable.
- Following all reasonable directions from the Management Team to mitigate risks.

## Approval

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Managing Director



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Page:  
1 of 1