

HSEQ POLICY STATEMENT



We are committed to protecting the health and safety of all personnel involved with our activities, preventing pollution, enhancing environmental performance, and providing a safe and sustainable working environment.

We have implemented an Integrated Management System to ensure quality and assurance best practices are built into our processes and applied to all aspects of our operations, products and services.

We recognise that the skills and involvement of our employees are essential for understanding and fulfilling the needs and expectations of our Company and Clients.

Objectives

- We will have clear and measurable objectives based around the aims of this policy.
- Our objectives will be developed mitigating against significant business risks, and to maximise potential business and HSEQ opportunities.

Continual Improvement

- We are committed to continually improving our systems and performance.
- We will ensure that performance is monitored, measured for effectiveness, with lessons learned shared across the business.

Stakeholders

- We are focused on developing sustainable relationships with our customers, suppliers, employees and partners.
- We will communicate openly on HSEQ issues with our stakeholders and share with them our experience and knowledge of positive HSEQ practices.

Compliance

- We recognise and understand the environment in which we operate and take cognisance of local considerations.
- We ensure we comply with applicable legal and other requirements to which we subscribe, and will fulfil our compliance obligations.

Culture

- We will integrate HSEQ into our business strategy and processes, promoting awareness.
- We will empower personnel to stop any activity that we control or influence should they consider it a threat to health, safety, security or the environment.

Risk Management

- We strive to mitigate the impact of any reasonably foreseeable hazards which could affect the quality of the products and services we provide.
- We will empower line management to lead HSEQ performance and authorise them to take immediate action to remove or control hazards and risks when they are identified.

Competence

- We are committed to improving the competence of personnel through our training and competency systems, ensuring the most suitable personnel are selected for each job.
- We will provide personnel with appropriate training, information, equipment and facilities to carry out their work in a professional and safe manner.

Whilst the Managing Director is accountable, the responsibility for the implementation and compliance with this policy on a day-to-day basis lies with the Management Team.

This policy will be reviewed on a regular basis to ensure ongoing suitability and will be made available to all interested parties.

Print: **ANDREW FULCHER**

Signed:

Position: **MANAGING DIRECTOR**



CODE OF BUSINESS ETHICS AND CONDUCT POLICY

Date: 20/12/2023