

## Safety, Health, Environment and Quality (SHEQ) Policy

We recognise that our activities have potential to affect the environment and the health, safety and welfare of our employees, supply chain and those in the communities where we work.

As a business we aim to deliver beyond expectation and have five key objectives designed to help us achieve our aim. Two of these objectives have a direct impact on this policy; 'to have zero accidents and incidents or ill health as a result of our activities' and 'to protect and enhance our environment and the communities we serve'. We believe that all accidents and incidents can be avoided and that by working together we can deliver on our key objectives.

### **Ensuring a 'safety first', open and just culture**

As a team we need to be open and honest with each other, open to constructive feedback and willing to work together to deliver continual improvement. We need to encourage an inclusive and just culture, we don't want a blame culture but believe that everybody has to stand up and be counted when it comes to SHEQ. Our strapline is '**Success Is No Accident**'.

### **Encouraging co-operation to innovate and improve**

We all have a duty to report all accidents, incidents and hazards and to co-operate with investigations to identify learning and how we can improve. We need to engage openly and widely within our business, with clients and industry partners to learn from others, share best practice and create new technologies and practices which are safer and which minimise our environmental impact.

### **Building competence to ensure a sustainable workforce**

As a business we need to make sure that we provide appropriate resources, and that our personnel are competent, aware of the risks, environmental impacts, their responsibilities and provided with the information and advice to successfully deliver on our objectives.

### **Maintaining our key focus on risk awareness, reduction and control**

As a business we need to make sure that our people understand how to do their job safely without negatively impacting the environment and right the first time. Our processes, safe systems of work and safety rules need to be simple, clear, concise and

communicated across the business. We need to supervise and monitor delivery to ensure continued compliance with our policies, procedures, standards and all relevant legislation. We need to set and report against objectives and targets that will assist in ensuring that we achieve our key objectives.

### **Minimising our use of resources and waste by reducing, re-using and recycling wherever possible**

We need to work together to ensure awareness and a focus on sustainability across our business and our supply chain to reduce consumption, to re-use and recycle waste wherever possible.

### **Ensuring a responsible focus to procurement that takes into account sustainability, embedded and whole life costs**

As a business we need to focus on the true cost of what we buy or use including the embedded and whole life costs - not just the upfront price. We must ensure that our supply chain focuses on sustainable procurement with the same diligence that we do, and encourage sharing of best practice.

### **Minimising and where possible prevent the impact of our works on the environment, identifying and delivering on opportunities to enhance the environment in which we work**

Everybody needs to be aware and act to reduce our emissions such as (noise, dust and CO<sub>2</sub>) and our impact on the environment including flora and fauna. Where opportunities exist to enhance the environment as a part of our works we must engage with clients and authorities to help make it happen.



**Dan Holland (Chief Executive Officer)**