

POLICIES AND STATEMENTS



HEALTH, SAFETY, ENVIRONMENT & QUALITY POLICY STATEMENT

Our aim is to create a sustainable business in which continuous improvement and excellence is intuitive in everything we do, developing a motivated and engaged workforce that embraces the ideals of a learning organisation and in doing so being one of the leaders in industry in all aspects of HSEQ.

We aim to have first class performance in Health, Safety, Environment and Quality. Through our ethos of simplifying offsite and our strategic anchors for innovation, partnerships and delivery, we aim to be a high performing organisation. This includes preventing injuries, improving wellbeing, preventing pollution, *minimising* rework and working with our customers to meet their goals and expectations whilst protecting the environment and our people.

Our senior management teams are responsible for putting in place the organisation and processes to deliver this. We are committed to achieving this by:

- Meeting applicable legal requirements as a minimum, supported by robust management information which informs our strategy and direction.
- Providing clear, visible, and tangible leadership throughout the company and setting personal examples of our commitment to HSEQ.
- Developing a HSEQ culture within all our people that promotes generative behaviours and the effective management of risk in everything they do, supported by our STOP Think programme to drive improvement and innovation.
- Having an organisation and processes in place to ensure that we have people competent in HSEQ systems throughout the organisation, utilising internal and external audits to monitor and maintain standards of best practice.
- Working with our supply chain partners and peer groups to share learning and improve our HSEQ performance.
- Engaging with our other stakeholders through open minded dialogue about the impacts of our activities to continuously improve our HSEQ performance.

This statement is implemented through the Innovare Complete Delivery Process, Business Plan, strategic objectives our tactical priorities and HSEQ document register. We will be assured of our direction through the use of leading and lagging indicators to monitor progress against established objectives and targets.

Through this commitment to excellence in leadership, engagement and learning we confirm to all our employees and stakeholders that we will respect and care for them at all times.

Peter Blunt
Managing Director

October 2020



INTEGRITY



CARING



QUALITY



OPENNESS



PROGRESSIVE