

## INTEGRATED QSHE POLICY STATEMENT

**Maylarch Environmental Limited** (The Company) recognises and accepts their duties to provide a healthy and safe work environment, carrying out their operations in an environmentally responsible manner while providing a professional and high-quality service to its clients.

Its work will be carried out in accordance with relevant legal and other compliance obligations. All reasonably practicable measures will be taken to avoid risk to its employees or others that may be affected by its activities, including visitors, contractors, temporary workers as well as members of the public, and to avoid adverse impact on the environment.

Health and Safety considerations must always be given priority over other business objectives in the planning and day-to-day supervision of work.

The Company has appointed **Rob Fluckiger** as the person having overall responsibility for Quality, Safety, Health and Environmental (QSHE) aspects of the company's operations and to drive and monitor the implementation of this Policy. All employees have the responsibility for implementing this Policy throughout the Company. Our aim is to:

- maintain a certified Integrated Management System (IMS) to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 which ensures that the company is able to meet and wherever possible exceed the ongoing requirements of its clients, applicable compliance obligations and the needs and expectations of relevant interested parties.
- set & communicate clear QSHE objectives to drive continual improvements and undertake monitoring and regular review of performance, ensuring the provision of adequate resources to allow those objectives to be achieved;
- undertake risk and impact assessments, implement the identified control measures to reduce health & safety risks, prevent pollution, and protect the environment, and ensure that suitable systems of work are communicated & understood in relation to our activities;
- provide and maintain a safe and healthy working environment including safe access arrangements and suitable welfare facilities; and to support mental wellbeing for all staff in the workplace;
- provide information, instruction, training and supervision to enable employees to perform their work safely and responsibly. Re-educate when un-safe behaviours are identified;
- promote a positive safety culture and environmental awareness within the organisation, in particular consulting directly with workers on safety, health & environmental matters and encouraging contributions to continually improve the IMS;
- ensure safety and the absence of risks to health or the environment in connection with the storage, handling, use and transport of articles and substances;
- ensure that all vehicles, plant and work equipment are suitable for purpose and properly maintained. Minimise the environmental impact of Company vehicles, plant and equipment throughout their life cycle;
- make available all necessary safety devices and protective equipment and supervise their use;
- take steps to assess the competence of any contractor we engage and to ensure that information is exchanged on matters relevant to health, safety and the environment. Ensure that contractors undertaking work for the Company are informed of the relevant standards required and are monitored to ensure compliance;
- be prepared for emergencies and investigate promptly all incidents of injury, ill health, environmental damage or near misses and co-operate with, and assist to the best of its ability, officers of the regulatory authorities in the exercise of their duties.

It is expected, and a legal duty, that any employee, worker or contractor co-operates with the Company in carrying out this policy and we encourage those individuals to take a pro-active role, sharing our commitment to provide a high-quality service while maintaining and improving QSHE performance. All workers must familiarise themselves with their duties as detailed in the relevant job descriptions, company procedures and documentation. We encourage constructive suggestions on how methods of work can be improved.

It is also every worker's responsibility to report immediately any unsafe situation, or if they are unsure how to perform a certain task or feel it would be unsafe. The issue should be reported to their Line Manager or escalated to the company's SHE Manager or a Director in accordance with the company's Work Safe Policy.

This Integrated QSHE Statement will be reviewed at least annually or more frequently where there have been significant changes to legislation, the company or the nature of the company's activities. This Statement of Company Policy will be displayed prominently in all workplaces and any updates will be brought to the attention of all employees.

*Rob Fluckiger*

Rob Fluckiger  
Group Managing Director