



STEPHENSON GOBIN

Integrated Quality, Health, Safety & Environmental Policy

Stephenson Gobin is committed to delivering products and services through our Integrated Management System in alignment with ISO 9001, ISO 14001, and ISO 45001, supporting the strategic direction and context of the business.

We recognise that a healthy, safe workplace is essential to employee well-being. We are committed to preventing injury and ill health, eliminating hazards, and reducing OH&S risks, and protecting the environment through the prevention of pollution and minimisation of environmental impacts. Every employee has both a legal and moral duty to stop work if they feel there is an imminent risk of harm to people, the environment or operations and are actively encouraged to do so.

We use business data to identify risks and opportunities, ensure compliance with applicable legal, regulatory, and other requirements, set measurable objectives and targets, and review them through Management Review to drive the ongoing effectiveness of our management system.

We work proactively with all internal and external stakeholders to meet customer and applicable requirements and, where possible, exceed expectations. Employees are responsible for the processes within their roles and across the wider business, seeking improvements and eliminating waste to positively impact company KPIs. All process changes are controlled through our change management system.

Stephenson Gobin establishes, implements, and maintains consultation and participation of workers at all relevant levels and functions, including workers' representatives across the development, planning, implementation, performance evaluation and continual improvement of the Quality, Health, Safety and Environmental (QHSE) management system.

Stephenson Gobin QHSE commitments:

1. Demonstrate senior management's responsibility and accountability for preventing work-related injury and ill health and providing safe and healthy workplaces.
2. Ensure the consultation and participation of workers on all QHSE matters.
3. Consistently meet customer and applicable statutory and regulatory requirements.
4. Protect the environment, including prevention of pollution and reduction of environmental impacts.
5. Provide a framework for setting and reviewing measurable QHSE objectives.
6. Implement effective operational controls and safe systems of work, supported by appropriate training, instruction, supervision, and information.
7. Drive continual improvement of the QHSE management system to enhance performance.
8. Eliminate hazards and reduce OH&S risks through assessment of health and safety hazards and environmental aspects.
9. Fulfil all applicable legal and other compliance obligations.

The ultimate responsibility for quality, health, safety, and environmental performance resides with the Stephenson Gobin Chief Executive Officer (CEO) and senior operational teams. Day-to-day control of the integrated management system resides with the QHSE Manager and HSE Manager.

This policy is communicated to all persons working under our control and is made available to relevant interested parties. It is reviewed periodically to ensure it remains suitable, adequate, and effective.

Andy Collinson
Chief Executive Officer

Mark Routledge
QHSE Manager

Andrew James Tyrrell
HSE Manager