



Health, Safety, Environmental and Quality Policy

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HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY POLICY



Statement of intent

Protecting the health, safety, and well-being of our employees and stakeholders; safeguarding the environment and ensuring the quality of our products and services are the cornerstones by which Powersystems operates. We believe strongly that all accidents are preventable, environmental impacts can be minimised, and every customer deserves the highest levels of service possible. Powersystems and its Directors are committed to ensuring that we meet or surpass both legal and ethical obligations in relation to these areas. We are constantly striving to improve how we do business and are committed to the continual improvement of our SHEQ management system.

Powersystems will:

- ▶ Ensure health, safety and wellbeing are PriorityNo.1
- ▶ Maintain a duty of care to our employees, stakeholders and the general public by keeping them safe
- ▶ Never compromise health and safety for/or in the pursuit of any other objective
- ▶ Empower every member of Powersystems team or any Subcontractor's teams, working on any Powersystems managed project, in having the absolute right to decline to carry out work if they feel it is not safe to do so
- ▶ Provide and maintain safe premises, plant and work equipment
- ▶ Ensure safe handling and use of substances
- ▶ Conduct regular safety audits to measure performance and identify areas for improvement
- ▶ Maintain safe and healthy working conditions
- ▶ Aim to reduce accidents to zero
- ▶ Consider and support our employees in terms of occupational health, safety and wellbeing as we see that a healthy working environment is not only good for the individual but is productive for the business
- ▶ Maintain our legal and ethical obligations to protect the environment, prevent pollution and minimise our environmental impact wherever practicable
- ▶ Aim to reduce our carbon footprint
- ▶ Exceed the expectations of our customers and provide an exceptional and consistent level of service delivery
- ▶ Review and revise this policy at regular intervals

We will ensure that our employees will be:

- ▶ Trained, supervised and supported to enable them to discharge their duties under health and safety and environmental legislation
- ▶ Consulted on matters affecting their health & safety
- ▶ Developed to deliver the highest levels of service quality to our customers

The Integrated Management System (IMS) is the framework that supports us in delivering our ambitions in relation to health and safety, environmental and quality. The IMS system, in collaboration with its users will also help to develop and improve the way that Powersystems operates and aid its strive for excellence.

Objectives will be developed based on the aspirations outlined in this policy. The policy and objectives will be reviewed annually to track our performance to make sure we are meeting Powersystems and our stakeholder's needs. The policy will be made available to all employees and shall be displayed at all Company offices and worksites. In striving to improve the IMS, it will enable us to achieve our mission of:

"To be the high voltage specialist of choice, working with our partners, delivering sustainable power solutions"

Chris Jenkins – Managing Director