



SUPERIOR PRODUCTS AND LIGHTING

General Policy for Health and Safety, Quality and Environment (HSQE)

The implementation of our management system is fundamental to running our business to reduce risk and improve performance. It is the responsibility of all colleagues to deliver services which meet or exceed our clients' requirements in a safe and environmentally responsible way. In turn, we are committed to fulfilling our compliance obligations and reducing injury and ill health.

We commit to protecting the environment and to prevent pollution as far as possible. We will fulfil our environmental compliance obligations and commit to continually improve our integrated management system to facilitate improved performance. We are dedicated to conducting ourselves in a responsible manner and will work to improve the welfare of the communities in which we operate.

We expect and encourage our directors and managers to engage with our clients, colleagues, contractors and other stakeholders to ensure that our management systems are adequately resourced and fully implemented.

We actively seek feedback to improve our management system and, to facilitate this engagement, our internal HSQE teams continue to offer advice and support to everyone in the business.

We ensure the competence of all colleagues through the provision of appropriate information, instruction, training and supervision. Risk assessments are undertaken so that safe systems of work can be developed, implemented and improved. We recognise that the active involvement of all colleagues at every level of the organisation is an important part of establishing a positive health, safety, quality and environmental culture and we actively encourage consultation, communication and participation.

We are focused on continual improvement in HSQE which is achieved through the development and monitoring of annual action plans containing SMART objectives.

This policy statement, together with the associated management systems, action plans and objectives, is actively communicated internally and is also available externally via the company website. It is reviewed annually to ensure that the policy remains relevant to the needs of the business.