

# HEALTH, SAFETY, QUALITY AND ENVIRONMENT POLICY



This policy sets out our core commitments to be a responsible and sustainable business which are reported annually in our Corporate Social Responsibility Report. The Policy provides a framework of objectives to reduce our effects on the environment, to ensure the health, safety and welfare of our personnel, stakeholders, contractors, visitors and the public as well as maintaining client satisfaction through service excellence, across the Group. The policy is driven from top level in the Group through Directors and Managers to every employee and is reviewed at regular intervals. The policy is made available to all interested parties including contractors and is published on our web site.

We strive to achieve our sustainability commitments by satisfying all legal and other compliance obligations as a minimum; by continually improving the management system; and through following these key principles:

## Health and Safety

- Recognising that our employees are our greatest asset and their health and safety is a top priority for the Group
- Ensuring the health and safety risks arising from our activities are well controlled and injuries and ill health are prevented
- Sustaining a safe and healthy working environment by providing and maintaining appropriate plant and equipment; providing safe systems of work; and ensuring safe storage, use, handling and transport of substances
- Providing all required instruction, information, training, supervision and other relevant health and safety information to employees, visitors and contractors to ensure health and safety risks arising from our activities are controlled and injuries and ill health are prevented
- Making available, as necessary, safety and protective equipment at no cost to employees
- Complying with all applicable legal and other requirements as a minimum.
- Preventing injury and ill health to employees and others who may be affected by our activities.
- Engaging and consulting with employees on day-to-day health and safety conditions and providing advice and supervision on occupational health.
- Maintaining effective emergency response procedures for potential incidents including, but not limited to, fire, major spillages or uncontrolled emissions.

## Quality

- Applying a consistent management focus on quality including monitoring performance

- Motivating our employees to take ownership of their work and communicating the importance of customer satisfaction
- Understanding our customers' goals, embracing them and delivering to their expectations
- Providing ongoing training to advance the skills of our employees
- Identifying and solving problems to avoid compromising the quality of our services.

## Environmental

- Setting clear objectives and regularly monitoring progress against them
- Recognising that the minimum acceptable level of environmental performance is that stipulated in environmental legislation
- Protecting the environment by seeking to avoid and reduce the pollution of air, water and land that may result as a consequence of our activities
- Promotion of sustainable transport alternatives to, from and between Augean sites
- Ensuring that activities and building developments are sensitive to visual amenity and the local community, and the impact on ecology and wildlife habitats is benign, if not beneficial
- Providing suitable environmental training for appropriate personnel and promoting the general environmental awareness to all staff

Operational improvement and corporate objectives shall be set on an annual basis and our performance is monitored through audits and inspections. We pursue a programme of continual improvement in all aspects of our business to achieve this high level of regulatory compliance and client satisfaction.

Our Directors are committed to protecting and improving the working environment and employee health and safety by seeking continuous improvements and periodic review of our management policies and objectives.

Each employee has a responsibility for their own safety and that of fellow employees and visitors, along with the obligation to meet health & safety and environmental regulations, and provide a quality service to our customers

Delivery of this policy is a business priority. Consistent with our whistleblowing policy, we encourage employees who have any concerns regarding compliance with this policy to report this directly, and if necessary anonymously, to Gene Wilson (the Management Board champion for this policy), who will investigate the matter confidentially.

Jim Meredith  
Executive Chairman

6 July 2018