

## HSEQ Policy Statement

The John Lawrie Group is committed to operating its business responsibly and in compliance with all legal requirements relating to Health, Safety, protection of the Environment and Quality. John Lawrie Group will ensure that adequate financial and physical resources are made available in order to meet its obligations. This Policy will be reviewed annually as part of the Management Review process.

### Commitment

The Group will employ legislative standards as a minimum benchmark on which to base achievement targets for the application of Health, Safety, Environment and Quality management principles in order to provide a safe environment for its employees and others affected by its operations, prevent pollution of the environment and minimise where practical to do so the use of natural resources.

Through the use of established HSEQ Management Systems, operating procedures, risk assessments, fully trained and competent personnel, good communication and a process of continuous improvement and innovation, the Group will strive to deliver a high quality and compliant service in order to meet customer expectations.

### Objectives

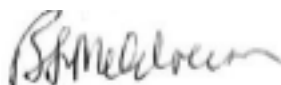
The following key objectives will ensure delivery of the above commitment:

- Develop, implement and maintain HSEQ Management Systems and KPI's which will be subject to continuous review and development and communicate such to all staff
- Ensure the Health and safety of all employees and others affected by Group operations, as well as encouraging similar objectives in those supplying goods and services to the Group,
- Empower all employees to refrain from or stop any activity that they consider a threat to health, safety or environment,
- Set HSEQ targets and objectives to ensure continuous improvement and quality of service delivery,
- Provide suitable and sufficient information, instruction, training and equipment to ensure that employees are safe and healthy at their place of work, and that there are no adverse safety or environmental effects on others due to Group undertakings,
- Regularly review the competency of our employees through a formal competency programme and assessment/review process,
- Apply the principles of the waste hierarchy wherever practicable with the aim of minimising the production of waste through the reuse and recycling of resources, with disposal as a last resort,
- Regularly review this policy, management systems, targets and objectives to ensure they remain appropriate and take account of changes in the business and legislation etc.

### Responsibility and Implementation

Responsibility for compliance with this policy lies with the Directors, managers and Supervisors. It is also the responsibility of every individual employee to make themselves aware of possible health and safety risks and to take measures to reduce such risks as appropriate to their working environment.

Signed:



Position: Chairman Date: May 2017

HSEQ Policy Doc Ref: JLA/POL/HSEQ

