

Health Safety and Environment Policy **MARLOWE** Compliance Services



Our Commitment

We aim to manage our business in a responsible and accountable way, delivering our service with integrity and respect. We are committed to providing our people with a safe and healthy working environment. We strive to give our customers and the wider community a service that is sustainable, compliant, reliable, and safe. We believe in doing the right thing and in doing it safely, without unnecessary risk to people's health or to the environment.

Our Policy

This Policy outlines how we will deliver this commitment by ensuring we manage our HS&E risks and opportunities in the right way: effectively and in accordance with our corporate values.

To deliver a safe and sustainable service, everyone within the Marlowe Compliance Services group will work together to live by the Company values, meet the expectations of our stakeholders, deliver industry leading ways of working and to fulfil our statutory and regulatory duties, including (but not limited to) the Health and Safety at Work Act 1974, the Environmental Protection Act 1990, the Health, Safety and Welfare Act 2005. We will achieve this through:

- Regularly assessing our significant risks and having in place effective control measures to prevent or minimise injuries, work related ill health, environmental pollution, and the use of natural resources
- Operating a HS&E management system which provides the formal policies, codes and procedures to which we are all, including our sub-contractors, expected to work
- Reviewing our HS&E performance and any significant issues to ensure appropriate action is taken
- Having training and induction programs to improve the HS&E skills and knowledge of our people
- Identifying HS&E objectives and targets and implementing appropriate programs to achieve these
- Reporting and investigating any HS&E incidents, including near misses, and work-related ill health to take preventive actions to eliminate or reduce risk and help us achieve continual improvement
- Effective emergency response planning that our people have received instruction on and that is tested
- Audit programs to assure ourselves that our management systems and controls are implemented and effective, delivering their intended outcomes; identifying best practice and improvement opportunities
- Providing appropriate equipment and facilities to help us all do our jobs professionally and safely
- Consulting and collaborating with our employees, customers, sub-contractors, suppliers, regulators and other stakeholders, on HS&E matters
- Providing professional expertise which is accessible to all operations and entities within Marlowe Compliance Services to assist our leadership teams in the day-to-day management of HS&E

We are all accountable for making sure that we do our job in a respectful and safe way which protects the environment, therefore, this policy applies to every employee (including temporary or agency workers) within Marlowe Compliance Services and its entities and extends to those who work on our behalf (for example sub-contractors). It is supported by codes of practice which provide detailed information on the management responsibilities in relation to specific risk areas.

This Policy, associated codes of practice, procedures and performance will be monitored, regularly reviewed, and evaluated periodically in accordance with our management system.

As Chief Executive Officer (CEO) I have overall responsibility for this policy and have allocated all necessary resources for its implementation and ongoing compliance.

Phil Greenwood, Chief Executive Officer
10 January 2022

