

## **Health, Safety & Environment Policy**

AS Factorum Install Solutions SRL strives to be a leader in health, safety and environmental (HS&E) management and will ensure that health and safety are never compromised for any other objective. We aim to ensure all AS Factorum Install Solutions SRL workplaces are free from occupational ill health, injuries and environmental harm. We are committed to protecting the environment including prevention of pollution. We will focus our efforts on driving risk minimisation, legal compliance and continuous improvement in the management and performance of these key areas. The Managing Director of the business will be responsible for ensuring that annually these policies and procedures are reviewed to ensure that they are still in line with current company activities and sectors. HS&E policies, procedures and legal responsibilities will be communicated to all staff through inductions, daily activity briefings, toolbox talks and as necessary, company meetings. Any HS&E incidents will be appropriately investigated, and a report produced detailing specific actions to prevent reoccurrence. A monthly audit will be carried out on all sites by AS Factorum Install Solutions SRL to review the amount of evidence of HS&E checks, instances of non-conformances and HS&E assurance that is being carried out on site. A report will be produced of the findings and any guidance or actions which need to be carried out as a result.

AS Factorum Install Solutions SRL will adhere to 11 key principles:

1. Set, measure and review HS&E objectives, as a priority, at the director level and throughout the business.
2. Comply with clients and other industry HS&E requirements, over and above that required by law and where possible challenge client expectations.
3. Engage competent people who are committed to the execution and promotion of good HS&E practice.
4. Encourage all our people to report any unsafe conditions, practices or faulty equipment that may cause an adverse HS&E impact.
5. To empower all our people and support them fully in refusing to undertake unsafe work tasks.
6. Promote a positive HS&E culture and engage our people through toolbox talks, site walks, staff meetings, briefings, HS&E awards and a behavioural HSE training program.
7. Ensure all our people are aware of HS&E hazards associated with our work and accept our duty and responsibility to take care of the environment, themselves & others who may be affected by our actions or omissions.
8. Undertake regular audits of our HS&E performance (including sub-contractors) to identify areas for improvement.
9. Make HS&E considerations a priority at the earliest possible stages when planning each project.
10. Liaise closely on HS&E matters, where appropriate, with statutory and local authorities, clients, third-party organisations, and the general public.
11. A clear plan must be in place for the site team to work and work together with others to ensure HS&E criteria are met.

During the pre-construction phase, we will adhere to 3 key principles:

1. Planning and Management must be in line from the start of the project
2. Identify hazards before a start of a project to eliminate and reduce risks
3. Make a targeted effort where it affects HS&E.

Date \_\_\_\_\_

Signature \_\_\_\_\_