

SHE Policy Statement of Intent

Sibcas considers successful Safety, Health, and Environmental Management to be of prime importance to its business and is committed to continuous improvement in Safety, Health, and Environmental standards. It is the policy of Sibcas to pursue high Safety, Health, and Environmental standards as an integral part of efficient management of the business and ensure that decisions about other business priorities take proper account of Safety, Health, and Environmental requirements.

Sibcas will comply with and discharge all statutory obligations and other legal requirements as a minimum and beyond this, to embrace its social responsibilities by continually developing Safety, Health, Environmental and Quality practices, and procedures that deliver the high standards sought.

The Board of Directors at Sibcas conduct its business and operations, at all times in a manner which ensures for the well-being of all employees, contractors, suppliers, customers, and local communities served. The company further encourages shared ownership of Safety, Health, and Environmental risk management by all those engaged in its business.

It is central to the Company's objectives and this Statement of Intent to minimise or remove the risk to employees, third parties and the environment to a level as low as reasonably practicable, by preventing accidents through effective Safety, Health, and Environmental risk management at all levels. The company's Safety, Health and Environment commitment shall not be compromised for other objectives.

Sibcas has developed a range of Safety, Health, Environmental and Quality procedures which detail the framework to be followed throughout its business. Compliance with these procedures is mandatory and will be regularly monitored.

In addition, the Company has undertaken to ensure:

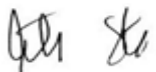
- Well maintained plant, equipment and systems of work that are Safe, and without risk to Health or the Environment.
- Suitable arrangements for the selection, use, handling, storage and transport of articles and substances.
- Adequate information, instruction, training, supervision, and risk assessment to enable work to be carried out safely and without risk to the environment.
- Committed to effective worker engagement and participation in workplace Safety, Health and Environmental processes and procedures.
- Prevention of Occupational Ill Health and the provision of Occupational Health Surveillance Programmes
- Safe premises and workplaces, including access to and egress from them.
- Safe and Healthy working environments with adequate welfare facilities.
- Designs that recognise, include, and apply safe practice during construction and operational use and maintenance after completion and that considers any environmental impact.
- Control of Noise, dust, smell, vibration, traffic movement or other nuisance or environmental effects that may cause offence to community or environment.
- Prevention of polluting emissions to air, waters, or land.
- Develop and review clear Safety, Health, Environmental and Quality performance indicators that will include Safety, Health, Environment and Quality Objectives
- Appoint competent Safety, Health, Environmental and Quality Manager and Advisors to secure compliance with statutory duties and undertake reviews of this policy.

The Managing Director will have primary responsibility for this policy. Sibcas will produce detailed organisational arrangements and regular updates and ensure that the necessary resources are made available for this policy implementation. It is the responsibility of directors, management, and employees to implement this policy together with their individual and collective responsibilities.

This policy statement is freely available to all employees. The SHEQ policy statements are available to members of the public via the company website (www.sibcas.co.uk).

Justin Storrie

Date: 01/04/2025



Managing Director
Sibcas Ltd