

Policy Statement

John Wade aims to achieve the highest standards of Quality, Health, Safety and Environment, incorporating the principles of sustainable development throughout the Company and subsidiaries.

John Wade identifies the Health and Safety of its employees, Contractors and Visitors, the satisfaction of its customers and the protection of the environment as integrated key functions of its business; John Wade shall provide appropriate resources to business divisions and subsidiaries so that the entire Company is able to achieve these goals openly and transparently.

Quality, Health, Safety and Environment management and risk assessment fundamentals are integrated in all business processes.

Management is responsible and accountable for achieving excellence in Quality, Health, Safety and Environmental performance for successful business results.

John Wade is committed to the provision of relevant training of all its employees so they can meet the expectations of this policy; and training managers in the appropriate use of its Management System.

Our Commitment:

- Compliance with all relevant legislation and regulations
- Promote 'Safety First' mentality
- Believe all injuries and work-related illnesses can and should be prevented
- Effectively manage unsafe acts
- Meet the requirements and expectations of our customers
- Preventing pollution and minimising the environmental impact of our operations
- Ensure this policy is communicated effectively
- Setting, measuring and revising objectives annually
- Consultation and participation of workers, and, where they exist, workers representatives

John Wade and appointed competent persons, Health & Safety Directors, undertakes to keep this policy updated, to implement and maintain its management system, and continuously improve its Quality, Health, Safety and Environment Performance

Signed:

A handwritten signature in black ink, appearing to read 'Kurt Bousfield'.

Kurt Bousfield
Managing Director