

Integrated HSEQ Policy Statement



Fibrus are committed to providing the best quality standards across our business, a workplace free from harm, through the prevention of injury and ill health, protect the environment and minimise the risk of pollution.

Our responsibilities

Fibrus will comply with and, wherever possible, exceed all pertinent legislative requirements and other standards at all stages of our business activities and operations.

Our Senior Leadership Team establish the policy and are committed to putting Health, Safety, Environment and Quality to the fore front of every decision we make as a business.

We accomplish this through the protection and support of our employees and anyone working with us or affected by our activities. We acknowledge the important role of our employees in achieving these aims and will maintain full and effective consultation with them regarding HSEQ arrangements.

Fibrus recognize the direct and indirect contribution to the environment, through greenhouse gases emissions and we are committed to provide high standards of environmental responsibility including protection of the environment: air, land and water pollution prevention, sustainable resource through our climate action plan.

Our commitment

We are committed to maintaining a strong and sustainable HSEQ culture across all our operations through our six key fundamental Pillars:

- **Culture and Leadership** - Deploying the best leadership and management structure required to deliver this policy and to ensure a continuous chain of responsibility and accountability.
- **Managing Risks** - Identifying and controlling the HSEQ risks associated with our activities.
- **Competent People** - Ensuring that personnel are trained and competent to carry out their activities.
- **Stakeholder Engagement** - Consulting with our customers, regulators and other stakeholders to promote continuous improvement in HSEQ performance.
- **Measuring Performance** - establishing and monitoring clear HSEQ performance objectives that include both leading and lagging indicators Monitoring and verifying our performance to ensure that the organisation is fully compliant with its standards, requirements and applies the lessons learned.
- **Health and Wellbeing** – providing a positive working environment where people feel valued, supported and empowered.

Health, Safety, Environment and Quality are integral to our management procedures and we are committed to achieving ISO 45001:2018, ISO 14001:2015, and ISO 9001:2015 accreditation in 2022.

Our Policy is communicated to all persons working for or on behalf of Fibrus and is prominently displayed to ensure all personnel understand our commitment to Health, Safety, Quality and Environment. Our policy is reviewed annually to ensure it reflects the organisation's current priorities, plans and targets for HSEQ management.

Signed:

A handwritten signature in black ink, appearing to read 'Dominic Kearns', written over a light blue background.

Dominic Kearns,
Chief Executive Officer
14-06-22