

HSEQ POLICY

eGroup operates out of a 16-acre facility at the Midmill industrial estate in Kintore, boasting an array of specialist services including, but not limited to:

The provision of specialist services to the Construction and Oil & Gas Industries, inclusive of surface preparation, specialist protective coatings application including passive fire protection, Chartek & Thermally Sprayed Aluminium; NDT and hydro testing; metal plate detailing and manufacturing.

Our integrated service provision teams aim to ensure our clients projects are optimised, and cost and time reduced by reducing the number subcontractors required.

Servicing primarily the construction industry and the oil & gas sector, eGroup is driven to best meeting the needs of our clients in the safest, most efficient and responsible manner.

eGroup recognise the importance of Health, Safety, Environmental and Quality (HSEQ) considerations within our services and activities that potentially have an impact on:

- The scope of supply to our client base
- Our workers and business practices
- Our surroundings and the environments in which we operate

eGroup acknowledges its requirements to demonstrate commitment to this Policy by encouraging proactivity and protecting all workers and the environment affected by our activities and undertakings. eGroup will promote and communicate this Policy to all personnel and interested parties, and will review this Policy on a regular basis to ensure it remains appropriate to the nature and scale of our activities.

Plans and objectives, appropriate to the context of our activities, are established and implemented, while review of business performance occurs at regular intervals.

eGroup understands the expectations and requirements outlined in legislation as well as industry guidance and best practice relevant to the sectors in which our clients are involved. The Board of Management (BOM) are accountable for the implementation of this Policy and management of HSEQ on a day-to-day basis.

The BOM will ensure the business:

- Has processes in place that control business risks arising from its undertakings
- Commits and provides adequate resources to the continual improvement of the Management System and HSEQ performance
- Commits to the consultation and participation of workers on matters affecting HSEQ
- Provides safe and healthy working conditions for the prevention of work-related injury and ill-health, both physical and mental
- Commits to eliminate hazards and reduce risks so far as is reasonably practicable
- Provides suitable and sufficient information, instruction, training and supervision for workers to be competent to fulfil their tasks
- Complies with and satisfies all applicable legal and other requirements to which it subscribes, and commits to fulfil all of its compliance obligations
- Recognises the responsibility to manage environmental impacts of services and products, and has assessed its activities and identified significant environmental aspects and impacts
- Commits to protecting the environment and the prevention of pollution arising from our activities

Further information with regards to responsibilities and arrangements for HSEQ are detailed within specific procedures and documentation within the Management System.

Name: Neil McDonald – CEO

Signature:

Date: 29th November 2023

