

As Managing Director I am ultimately responsible for setting the Company's business objectives and for ensuring that the necessary resources and skills are provided to achieve them. My fellow Directors and Senior managers recognize that our Health, Safety and Environmental (HSE) values and principles are integral and equal to all other business operations & objectives.

## MISSION

It is the policy of Carter Synergy to manage HSE functions in all their planning, operations, activities and tasks so as to:

- Comply with all relevant statutory and legal HSE requirements.
- Relentlessly to work to reduce work related health, safety & environmental hazards and impacts, to our employees, visitors, the public and others affected by our operations.
- Supply safe and reliable products and services.
- Continually improve and measure HSE systems and performance.
- Identify and control workplace hazards by carrying out risk assessments and implementing measures to reduce or eliminate risks to HSE.
- Consult with employees and representatives on changes that affect their H&S.
- Recognize the importance of and promote good safety behavior and challenge poor and at risk safety behavior and attitudes.
- Support sustainable business development practices and incorporate HSE best practice into the decision making processes.
- Alert all employees to the importance of this policy, and ensure it's effectiveness by providing leadership, communication, information, instruction, supervision and training.

## EXECUTION

The Company will execute Best Practice HSE Management by:

- Developing and implementing Integrated HSE management systems.
- Engage and support all our employees in achieving our HSE values and principles.
- Expect and ensure management and supervisory ownership and accountability.
- Establish meaningful HSE performance measures, objectives and targets.
- Share best practice, knowledge, ideas and lessons learned across the CTI Group.

## RESPONSIBILITY

- All Directors and Managers will take responsibility for implementing this policy. Guidance, monitoring, reporting on progress and education on the implementation of the management processes supporting this policy will be provided by the Group HSEQ Integrated Systems Manager reporting progress directly to me.
- All employees are accountable for conforming with and developing our HSE values and principles and are expected to play their part in it's implementation and co operating with their employer in establishing and maintaining a healthy working environment. All employees will exercise a duty of care to themselves and others.
- This policy will be continuously reviewed and revised as necessary to ensure its effectiveness.