

1 Quality Policy

Our overall objective is to consistently provide customer value and satisfaction in service through leadership, continual improvement, employee development, recognition and social responsibility. Our quality management system provides a framework for measuring and improving our overall business performance, supporting our company strategy and business plan, facilitating continual improvement and ensures the fulfilment of our customers' requirements and other applicable requirements.

The Quality Policy of our organisation is:

- ▶ To ensure that the company fully meets the requirements of our customers and endeavours to enhance the overall service to our customers to ensure that they are fully satisfied with our services.
- ▶ To ensure that the requirements of all interested parties are clearly understood so that our services can be delivered in a timely and professional manner.
- ▶ To promote the use of a process approach and risk-based thinking; resulting in all processes being established, documented, resourced appropriately, monitored and measured to ensure conformance to their intended results (Customer requirements, Business objectives, and applicable industry regulations and legislation).
- ▶ To ensure that its entire staff is given sufficient training and development support to ensure competency for their area of work through education, training and experience, where appropriate.
- ▶ To work closely with our customers to develop and maintain first class relationships.
- ▶ To ensure commitment to maintaining and developing first class supplier relationships.
- ▶ To ensure management's participation in the monitoring and measurement of the performance of the quality management system and be focused on acting on opportunities for continual improvement.
- ▶ To plan and establish measurable objectives based on this Quality Policy for the ongoing development of the company and our customers. To ensure these objectives are regularly reviewed and measured by management.

This policy shall be controlled and maintained as part of our quality management system. It will be available to interested parties and members of the public on request from our Quality Representative and to all persons working for or on behalf of the Company through our internal communication network.

Signed:



Date: 13-09-2023

Richard Hogan
Group Managing Director
STS Group

1 Health & Safety Policy

We are committed to the prevention of injury and ill health to all our staff (direct or indirect) and we are committed to ensuring the safety of visitors and clients at our place of work.

All employees must take reasonable care for their own safety and other persons affected by their acts or omissions, co-operate with their employer, to follow guidelines established in H&S documentation and training and use the protective equipment provided.

The Health & Safety Policy of our organisation is:

- ▶ The prevention of injury and ill health and continual improvement in OH&S management and OH&S performance.
- ▶ Promote high standards of health, safety and welfare that comply with the legal requirements and other requirements, applicable in the jurisdictions we operate within.
- ▶ The standards of Safety, Health and Welfare will be maintained at the highest level.
- ▶ STS Group aims for continual improvement through setting and reviewing Health and Safety objectives annually.
- ▶ An integral part of effective management in our operations is an awareness that high standards of Safety, Health & Welfare are required.
- ▶ If any employee is found to have been culpably negligent in any matter of health and safety, or contributed to an accident through personal neglect, then that person will be subject to Disciplinary Action.
- ▶ Employees at all levels, wherever employed, will receive sufficient training in the safety, health and welfare aspects of their work to ensure that they are aware of potential hazards and the action required to overcome them.
- ▶ All employees will co-operate together and with the employer to prevent injury to themselves and to others. It is only with the active co-operation of all employees that good health and safety conditions may be attained.
- ▶ The provision to workers of consultation, communication, safety representation & safety committees where required.

The policy is communicated to all employees and is available to all interested parties on request from the Managing Director or the Management team. The policy will be reviewed periodically to ensure it remains relevant and in line with the company's objectives & targets.

Signed:



Date: 27/04/2023

Richard Hogan
Group Managing Director
STS Group

1 Environmental Policy

We recognise that our activities have an impact on the environment, STS Group is committed to protecting the environment, preventing pollution and enhancing our environmental performance.

Through the implementation of an Environmental Management System we will work to:

- ▶ Prevent pollution and protect the natural environment from harm and damage as a result of our activities.
- ▶ Determine our Company compliance requirements.
- ▶ Ensure all our activities are carried out in compliance with current environmental legal, regulatory and other compliance requirements.
- ▶ Develop objectives, targets and management programmes to help us improve our environmental performance and achieve a level of continual environmental improvement.
- ▶ Increase our resource efficiency.
- ▶ Improve our waste management practices.
- ▶ Monitor and check our environmental performance and evaluate our level of compliance including legal, regulatory and other compliance requirements.
- ▶ Identify and correct environmental nonconformities with practical corrective and preventive actions.
- ▶ Work in consultation with our staff and customers to improve and enhance their level of environmental awareness as well as to initiate environmental improvement measures.
- ▶ Continue to improve the environmental management system so as to enhance our environmental performance.

This policy shall be controlled and maintained as part of our Environmental Management System. It will be available to interested parties and members of the public on request from our EHS Management Representative and to all persons working for or on behalf of the company through our internal communication network.

Signed:



Richard Hogan
Group Managing Director
STS Group

Date: 27/04/2023