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| <h1>Company Policy</h1> | | | |  | |
| POL Number: | 01 | Revision: | 09 | Owner: | General Manager |
| Page Number: | 01 of 01 | Date: | 24-Feb-2026 | Approval: | Andrew Varley |

SAFETY, HEALTH, ENVIRONMENT & QUALITY (SHEQ) POLICY STATEMENT

At **SpliceGroup**, we recognise that Safety, Health, Environmental and Quality (SHEQ) responsibilities are fundamental to our business success and to the wellbeing of our employees, customers, partners and the communities in which we operate.

We are committed to operating responsibly, sustainably and in full compliance with applicable legal and regulatory requirements.

Our Commitments

We commit to:

- Delivering high-quality products and services that are manufactured, installed and delivered safely, efficiently and responsibly.
- Protecting the health, safety and wellbeing of our employees, contractors and all persons affected by our activities.
- Providing safe and healthy working conditions to prevent work-related injury and ill health.
- Protecting the environment by preventing pollution and minimising environmental impacts arising from our operations.
- Embedding sustainability into our business decisions, actively managing our environmental footprint and reducing carbon emissions.
- Consulting and engaging with employees and workers' representatives to encourage participation in SHEQ matters.
- Continually improving our management systems, processes, performance and culture.

Our Management Framework

SpliceGroup maintains and regularly audits an integrated management system designed to:

- Identify hazards and eliminate or reduce risks associated with our activities.
- Provide appropriate information, instruction, training and supervision to ensure competence at all levels.
- Establish measurable objectives and targets, and monitor performance to drive continual improvement.
- Reduce waste through the principles of reduce, reuse and recycle, and minimise the use of energy, water and natural resources.
- Meet and, where practicable, exceed compliance obligations and other applicable requirements.
- Enhance overall Environmental, Health, Safety and Quality performance across the organisation.
- Deliver against carbon reduction commitments and sustainability objectives.

SpliceGroup is committed to maintaining certification to ISO9001:2015, ISO14001:2015 & ISO45001:2018

This policy is communicated to all employees and made available to interested parties. It is reviewed regularly to ensure it remains relevant, effective and aligned with our strategic direction.

Signed



Andrew Varley
General Manager