

ENVIRONMENTAL, HEALTH, SAFETY AND QUALITY (EHSQ) POLICY



1 Introduction

As a socially responsible and customer focused business we aspire to be at the forefront of environmental, health, safety and quality (EHSQ) best practice. Driven by our company values and strategic business goals, EHSQ is integral to the way we conduct our business and shall be incorporated into all aspects of our work.

To support these aspirations, we require a mature culture of EHSQ control, assurance, management and continuous improvement throughout the business.

Everyone is responsible for EHSQ through the SAS integrated management system (IMS), seeking improvement by planned reviews of strategically focused objectives.

2 Scope

This policy applies to all SAS International operations and facilities.

Certification scope:

ISO14001:2015 Bridgend & Maybole sites: The manufacture and distribution of metal tiles and baffles, architectural ceilings, room comfort systems and associated products and fittings to customer requirements.

ISO45001:2018 Maybole site: The manufacture of perforated metal acoustic suspended ceiling panels to suit customer requirements.

ISO45001:2018 Maybole site: The manufacture of metal tiles and baffles, architectural ceilings, room comfort and associated products and fittings to customer requirements.

ISO9001:2015 Reading site: The design, project management, supply and installation of metal ceilings and associated products.

ISO9001:2015 2015 Bridgend & Maybole sites: The manufacture and distribution of metal tiles and baffles, architectural ceilings, room comfort systems and associated products and fittings to customer requirements.

3 Statement

We are committed to managing our operations in such a way that complies with or exceeds all relevant EHSQ standards, legislation, and other requirements that apply to our activities, products and services. It is our goal to be a leader in sustainable practices and to continually improve the environmental, health, safety and quality credentials of our operations and services and continually improve our integrated management systems.

4 Commitment

SAS International, subject to sound business practice and economic practicality, is committed to achieving the following environmental, health, safety and quality objectives in line with context and SAS strategic direction:

SAS Strategy 2023 to 2027

- Deliver Stakeholder Commitments
- Develop Business Offering
- Focus on Customers
- Drive Efficiency
- Achieve Operational Excellence
- Engage and Support People
- Embed Safety and ESG Culture

Health and Safety Strategy & Objectives:

- Continuously develop a generative culture that sees everyone going home, every day, harm free
- Implement our Systems, Tools, Environment and People incident prevention barriers.
- Ensure workers at all levels demonstrate felt leadership by observing, challenging and improving our standards.
- Develop behaviours that are aligned to our Check, Act, Remind and Encourage (CARE) principles.
- Physically and psychologically provide safe and healthy working conditions to prevent injury, ill-health and loss.
- Eliminate hazards and reduce health and safety risks to as low as reasonably practicable.

Environmental Strategy, Objectives and Energy Targets:

- Protect the environment and prevent incidents that result in nuisance or pollution to air, land, and water.
- Protect and promote sustainable use of ecosystems and strive to reduce the loss of biodiversity.
- Achieve efficient use of natural resources.
- Reduce the consumption of fuel, water, and energy.
- Reduce, re-use, recycle and dispose of waste with minimal environmental impact.
- Support design activities that consider energy performance improvement.

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Quality Strategy & Objectives:

- Improve Customer Service Performance.
- Ensure Business Governance & Compliance.
- Integrated Management System to Support SAS Now & Future Growth.
- Drive Business Improvement Through Failure Reduction.
- Engage the Quality Team.
- Cost of Quality.

To achieve this, we will:

- Establish a structured leadership framework for setting, cascading, monitoring and reviewing our objectives and targets.
- Provide adequate resources to support the implementation of this policy.
- Develop a culture where workers feel empowered to communicate, collaborate and participate.
- Provide arrangements for consultation with and engagement of our workers and stakeholders.
- Ensure all adverse events are investigated so that suitable action is taken to contain, correct and prevent re-occurrence through a process of root cause analysis and actioning of trends.
- Regularly and transparently report on our EHSQ performance through our management review process.
- Consider and respect our stakeholders and interested parties when planning and managing our activities.
- Encourage suppliers and contractors to introduce programmes that support our own EHSQ objectives.
- Consider EHSQ issues in investment and procurement decisions.
- Provide appropriate instruction and training for employees on EHSQ matters.
- Understand & take action on SAS impact on climate change and the impact this could have on the SAS organisation.

5 Implementation

The Senior Management team are fully committed to the above and actively encourage commitment by personnel at all levels of the Company. The successful implementation of this policy requires total commitment from all levels of the business. Every employee has a responsibility to act in a responsible manner and to do everything possible to prevent harm to the environment, themselves and their fellow workers, and to meet or exceed all EHSQ expectations.

6 Document Owner and Approval

The Group Head of EHS and Group Head of Quality are shared owners of this document and are responsible for ensuring that it is reviewed at least annually and in line with international standards and regulatory requirements.

This policy was approved by the SAS CEO. A current version of this document is available to all employees on the company IMS, receptions and notice boards and is also available to other interested parties on request.

For and on behalf of SAS International

Alyn Gammon

(Chief Executive)

Date: 08/11/2024

Change History Record

| ISSUE: | DESCRIPTION OF CHANGE: | DATE: | APPROVAL: |
|--------|--|------------|-----------|
| A | Initial release | 09/06/2021 | G v D |
| B | Quality integration | 03/10/2021 | G v D |
| C | Special projects policy statement integration | 19/05/2022 | G v D |
| D | Change of leadership and further integration | 10/05/2023 | AG |
| E | 2024 review. Cert scope added & SAS strategy to 2027 | 08/11/2024 | AG |

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