

HEALTH, SAFETY ENVIRONMENTAL & QUALITY POLICY

Our Commitment: To protect **people**, safeguard the **environment** and deliver **quality!**

As Chief Executive Officer, I hold responsibility for the Health, Safety, Environmental and Quality (HSEQ) matters relating to ACE Winches activities. This Policy Statement, which is to be observed throughout the company, reflects the company aim to provide a safe and healthy working environment with **zero** harm to people and the natural environment. We aim to provide quality goods and services that satisfy our clients' needs and we are committed to continual improvement.

It is the policy of ACE Winches to comply with the requirements of the Health & Safety at Work Act, the Environmental Protection Act, the Environment Act, relevant subordinate legislation and statutory provisions and other identified compliance obligations.

This commitment is facilitated through a HSEQ management system based on the principles and requirements of ISO 45001:2018: Occupational Health & Safety management system, ISO 14001:2015: Environmental Management System and ISO 9001:2015 Quality management system.

ACE Winches policy is to satisfy customer needs as a minimum and exceed them where practical and valuable for all stakeholders.

This is achieved through operating a comprehensive and coordinated integrated HSEQ system that assures standards of equipment and services offered. Health, safety, environment, and quality is at the forefront of all that we do.

To foster a culture of continual improvement the company recognises and rewards effective teamwork and routinely reviews products, services, and processes:

- Integration of HSEQ matters into all business activities
- Management commitment to this Policy Statement and accountability within functional areas
- Measurable objectives and targets aimed at continual improvement, providing a quality product and service, zero incidents and the prevention of pollution
- Provision of controls and protective measures based on sound assessment of business, health and safety risks and environmental impacts to minimise adverse effects of activities on employees and the public
- Communication, awareness, training, and appropriate supervision
- Employee accountability, individual contribution, and compliance with company provisions as a condition of employment
- Employee responsibility for the safety of themselves and others
- Employee obligation to stop work if a threat to health, safety, environment, or quality is suspected
- Optimum use of material, resources and energy and effective waste management
- Promotion of best practice and industry standards
- Pro-active review and appraisal of systems, processes, performance, and controls
- Measurement, monitoring, review, and communication of performance
- Allocation of appropriate resources for the effective management of HSEQ
- Encouragement of our business partners to adopt similar standards to improve overall performance

The Board of Management and senior managers have reviewed and are fully committed to the HSEQ strategy and the associated plan.

This Policy Statement is made available to employees, stakeholders and the public and is reviewed periodically.



Alfie Cheyne, CEO
25th January 2023