


<b>HEALTH &amp; SAFETY, ENVIRONMENTAL AND QUALITY POLICY</b>			
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This integrated policy provides the framework for developing Health & Safety, Environmental and Quality objectives and outlines the intention of Future Industrial Services Ltd (FIS) to; enhance the quality of the services it provides. It provides a commitment to reduce the environmental impact resulting from our activities and to improve the health, safety and wellbeing of our employees and others that may be affected by our activities. The policy applies to all those working for Future Industrial Services and to those working on our behalf where we can influence the outcome of the work performed.

This policy demonstrates the commitment of top management and is cascaded to all employees by the senior management team. The policy is reviewed regularly and is available to all interested parties and is published on our website.

FIS is committed to meeting our quality, health & safety, environmental, legal and other compliance obligations, to preventing all foreseeable accidents and where this is not possible, reducing their consequences, and to setting meaningful targets and objectives to achieve continual improvement of our QHSE management system.

### **Health & Safety**

- The health and safety of our employees is the number one priority for Future Industrial Services
- Every employee is responsible for their own health and safety and that of others who may be impacted by their work and has an obligation to meet the requirements of health and safety regulations
- FIS provide relevant information, instruction and training to employees, visitors and other interested parties that could be impacted by our work
- Top management is accountable for all health and safety matters
- Line managers / supervisors have prime responsibility for health and safety – this is non-negotiable
- FIS provide all necessary protective equipment free of charge
- Preventing injury and ill health to employees and others who may be affected by our activities is a key objective of FIS
- Health and safety will be the prime consideration in the design, purchase, installation and commissioning, operation, repair, and maintenance, decommissioning and disposal of all equipment, plant, and facilities
- FIS believes in providing a safe and healthy work environment, and ensuring the safe storage, use, handling, and transport of substances
- FIS consult with all employees, pursuing a proactive communication strategy on day-to-day health and safety matters
- Our employees without exception are required to comply with all applicable legislation
- FIS will carry out suitable and sufficient risk assessments and produce method statements where required for its operations in order to reduce risk and eliminate hazards wherever possible

### **Environmental**

- FIS is committed to preventing pollution in all aspects of the Company's operation, specifically in releases to air, ground, or water
- Recycling of waste materials is considered in all our activities and where viable is undertaken together with measures to reduce energy consumption to achieve continual improvement
- FIS ensure our activities meet as a minimum, or surpass that stipulated in environmental legislation
- Our employees have an obligation to meet as a minimum the requirements of environmental legislation in their activities.
- Our environmental undertakings are led by our ESG initiatives in line with our ESG policy which is periodically reviewed and updated.
- ESG initiatives are SDG aligned and prioritised through assessment of FIS's Impact potential. Focused SDG's are; (SDG.12) Responsible consumption and production, (SDG.7) Affordable and clean energy and (SDG.14) Life below water

### **Quality**

- Ensuring our staff are trained and competent to carry out assigned work and are aware that the specification of the product/service is a result of their efforts
- Providing the highest quality services to ensure total customer satisfaction
- Providing growth and development opportunities for our employees
- Maintaining, implementing, and continually improving an effective management system
- Providing cost effective environmental solutions drawing on proven and innovative technologies whilst operating in accordance with best practice
- Our employees shall understand the importance of their tasks in meeting company objectives and the needs and expectations of our customers and other interested parties.
- Our employees shall contribute to the development and improvement of work processes and the QHSE management system.

*David Lusher*  
David Lusher (Jan 7, 2022 08:37 GMT)

Chief Executive Officer

Jan 7, 2022