
			Health, Safety, Environment and Quality Policy		
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This policy outlines our commitment to be a responsible and sustainable business and our commitment to satisfying all requirements that are applicable to our business. These core values are the foundation for our Environmental, Social and Corporate Governance (ESG) commitment. Our sustainable development goals and actions are detailed in our annual ESG Report (previously termed the 'Corporate Social Responsibility Report').

This policy describes how we manage our impact on the environment; ensure the health, safety and welfare of our colleagues, stakeholders, contractors, visitors, and the public; and provide customer satisfaction through service excellence.

It applies to Augean Limited business units including Future Industrial Services Ltd. It applies to our people. It also applies to those working on our behalf where we control or influence the outcome of the work performed.

We are committed to evaluating compliance periodically to meet the applicable legal and other compliance obligations; prevent foreseeable accidents and to respond effectively to emergencies where this is not possible and reduce their consequences.

Our directors are committed to protecting and improving the environment, and the health and safety of their colleagues, by promoting continual improvement and periodically reviewing our management policies and objectives. This policy provides a framework for setting clear objectives for the Occupational Health and Safety, Environmental and Quality management systems by which we regularly measure our progress.

Our Directors and managers are committed to the consultation and participation of all colleagues in the process of continual improvement, including the removal of all barriers to participation.

We achieve our commitments by continually improving the performance of the integrated management system as a whole and by following these principles:

Health and Safety

- Recognising that our people are our greatest asset and that their health and safety is a top priority for the organisation.
- The Board of Directors are committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health by eliminating (where possible) hazards and reducing risks.
- Consulting with colleagues about their health, safety, wellbeing and working conditions. We use proactive communications on day-to-day matters.
- Managing occupational health matters. This includes offering assistance with mental health and wellbeing.
- The Board of Directors and I are accountable for all health and safety matters.
- Line managers and supervisors have non-negotiable responsibility for the health and safety of their team members.
- Employees have a duty to take care of their own safety and that of colleagues and visitors, and to cooperate with their supervisor to achieve this.

Quality

- Embracing our customers' goals and delivering to their expectations, including systematically responding to their feedback.
- Setting objectives annually to address risks and opportunities and to systematically monitor performance.
- Continually improving all aspects of our business to achieve a high level of regulatory compliance and customer satisfaction.
- Encouraging our people to own their work and communicating the importance of customer satisfaction.
- Ensuring our people are trained, competent and are aware that the delivery of our product/service to the required specification is the result of their effort.
- Identifying and solving problems to avoid compromising our service quality.
- Providing growth and development opportunities for our people.
- Understanding the needs and expectations of all our interested parties.

Environmental

- Ensuring we understand and meet our environmental compliance obligations to prevent unacceptable pollution to air, water or the ground, limit and seek to reduce greenhouse gas emissions where possible, mitigate climate change, minimise use of hazardous substances, make efficient use of energy and water and manage waste in accordance with the waste hierarchy to deliver best environmental outcomes and drive resource efficiency to support a circular economy.
- Ensuring procedures are in place to manage potential environmental risks arising from our activities. This underlines our commitment to protect the environment, prevent pollution and pursue sustainable development.
- Promoting sustainable transport alternatives to, from and between our sites including the use of electric vehicles (or other low or zero emission vehicles) or public transport where feasible or cycling where safe to do so.
- Ensuring our activities and building developments are sensitive to visual amenity and the local community.
- Ensuring site developments deliver improved biodiversity, where required.
- Providing environmental training for appropriate colleagues to raise environmental awareness of all colleagues.
- Providing efficient environmental solutions which draw on proven or innovative technology and best practice.

Colleagues with concerns about compliance with this policy are encouraged to report this directly, and if necessary, anonymously, to the Director of Corporate Stewardship who will investigate confidentially under our Whistleblowing Policy. Delivery of this policy is a business priority.



Richard Brooke
Chief Executive Officer
September 2025