Health & Safety, Quality, and Environmental Policy Statement

Vertas Group is committed to achieving excellence in Health, Safety, Quality, and Environmental (HSQE including Energy) management, to enable us to deliver services at the highest practicable standards and meet the needs and expectations of our customers.

Our passion is driven by putting colleagues and customers at the heart of everything we do. We aim to be exemplary in all matters relating to HSQE, and the welfare of our colleagues and others who may be affected by our activities.

This policy provides the framework for setting objectives, promoting a positive organisational culture, and continually improving our HSQE management system and its performance.

To fulfil our commitments, Vertas Group will:

- Empower colleagues and others to challenge unacceptable behaviour that may impact safety, sustainability, and service quality standards.
- Ensure good visible leadership to promote the importance of effective and efficient risk management and provide motivated colleagues to deliver excellent products and services to our customers.
- Commit to ensuring the availability of information, instruction, training, supervision, and other necessary resources to achieve our HSQE objectives and targets.
- Fulfil legal and other applicable requirements and maintain certification to ISO 9001, 14001, 22000, 45001, and 50001 standards with a UKAS accredited certification body.
- Risk assess and where possible eliminate physical, psychological, and environmental hazards to provide safe, healthy, and sustainable working conditions for the prevention of work-related injury and ill health, and damage to the environment.
- Consult with our colleagues and their representatives on health, safety, and wellbeing matters, and ensure their participation with developing risk control systems.
- Establish robust emergency and business continuity arrangements and test them periodically, to maintain service standards and a safe and healthy workplace.
- Ensure our colleagues and contractors are competent and have suitable resources to fulfil their responsibilities and achieve our performance goals, objectives, and targets.
- Measure performance and customer satisfaction against the defined success indicators. Non-conformance and undesired results will be quickly resolved to maintain service continuity, quality standards, and a safe and healthy work environment.
- Procure, design, and deliver high-quality, innovative, and sustainable solutions to make our services, facilities, equipment, and people be safe and be the best they can be, and minimise our energy use, carbon emissions, and impact on the natural environment.
- Monitor and reduce our waste and the use of natural resources, prevent pollution to land, air and water, and continually improve our energy performance, to minimise our environmental impact and achieve our Carbon Net Zero goal by 2030.

Signed: 

Name: Ian Surtees **Position:** Chief Executive Officer **Date:** 24/06/2026