

Integrated Health, Safety, Environment & Quality Policy Statement



Navigating risk so everyone goes home safe

Safety First: Plan – Control – Challenge – Confirm

GPS Marine and Civil Services Ltd (GPS MACS) operates in complex marine and civil engineering environments where risks are inherent and conditions can change. We are committed to **navigating risk so that everyone goes home safe**, and to delivering our activities in a manner that protects the health, safety and welfare of our employees and all those who may be affected by our operations.

Safety, health, environmental and quality performance are fundamental to our business and form an integral part of how work is planned, managed, and delivered. We recognise that our activities involve high-risk operations associated with marine environments, construction activities, and the use of plant and equipment, and we are committed to managing these risks effectively.

We do not accept unmanaged risk. Work will only proceed where it is properly planned, risks and opportunities are understood, and appropriate controls are in place. We are committed to ensuring, so far as reasonably practicable, the health, safety and welfare of our employees and others who may be affected by our activities.

This policy supports the strategic direction of the organisation and provides the framework for setting and reviewing health, safety, environmental and quality objectives.

This commitment applies to all employees, contractors, and partners working on our behalf.

Safety First Approach

GPS MACS adopts a Safety First approach to the management of risk. This approach underpins how work is planned, controlled, and delivered, and is fundamental to maintaining safe operations across all activities. This is supported by a consistent approach to planning work, maintaining control, challenging unsafe conditions, and confirming that activities remain safe throughout.

The principles of Safety First, supported by our Critical Safety Rules, are integral to ensuring that risks are effectively managed and that work is carried out safely and consistently.

GPS MACS is committed to delivering safe, high-quality, and environmentally responsible work by:

Health & Safety

- Providing and maintaining a safe and healthy working environment, including suitable welfare arrangements
- Identifying hazards and eliminating hazards and reducing health and safety risks so far as reasonably practicable
- Ensuring that work activities are properly planned, managed, and carried out in accordance with approved safe systems of work
- Providing suitable Equipment, and personal protective equipment, and ensuring it is maintained and used appropriately
- Promoting a positive safety culture where concerns are raised, addressed, and acted upon
- Investigating incidents, near misses, and safety concerns to prevent recurrence
- Consulting and ensuring the participation of our workforce in matters relating to health and safety
- Preparing for and responding to emergencies to minimise harm to people, the environment, and operations
- Supporting the health, safety and wellbeing of our workforce, including consideration of mental health and work-related stress

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Quality

- Delivering work that meets customer, statutory, and regulatory requirements
- Promoting a right-first-time approach to improve efficiency and reduce rework
- Ensuring that personnel are competent, and possess the necessary skills, knowledge, training, and experience to deliver required standards
- Implementing appropriate controls, checks, and assurance processes to ensure work is delivered to the required standard
- Monitoring performance, addressing non-conformances, and driving continual improvement in our services

Environment

- Protecting the environment and supporting sustainable practices, including the prevention of pollution and minimising environmental impact
- Managing resources responsibly and sustainably, including the efficient use of materials and water where practicable
- Considering the effects of our activities on local communities and the surrounding environment
- Recognising the nature of our marine and civil engineering activities, managing environmental risks to protect water environments, prevent pollution, and minimise impacts on biodiversity, habitats, and surrounding ecosystems
- Promoting environmental awareness and responsible behaviours

People, Supply Chain and Engagement

- Consulting and engaging with our workforce, ensuring effective communication and involvement
- Ensuring subcontractors and suppliers are competent and aligned with our standards
- Providing appropriate information, instruction, training, supervision, and resources

Compliance and Continuous Improvement

- Complying with all applicable legal, regulatory, and other requirements
- Maintaining an Integrated Management System aligned with ISO 9001, ISO 14001 and ISO 45001
- Establishing objectives, monitoring performance, and driving continual improvement
- Undertaking audits, inspections, and management reviews to ensure effective implementation

Leadership and Responsibility

Directors and Senior Management are accountable for HSEQ performance and are committed to providing the leadership, direction, and resources necessary to implement this policy effectively.

Managers are responsible for ensuring that this policy is applied within their areas of control and that work is appropriately planned, managed, and supervised.

All employees and those working on behalf of GPS MACS are expected to:

- Work in accordance with approved systems of work
- Take reasonable care for their own health and safety and that of others
- Report incidents, near misses, and concerns
- Cooperate with the organisation in meeting its legal and operational requirements

This policy will be reviewed periodically and updated as necessary to reflect changes in legislation, organisational requirements, and best practice.

It will be communicated within the organisation and made available to relevant interested parties.



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