

# HSQE Policy Statement






# Integrated Management System



This document provides a consolidated summary of Loram UK Ltd. approach to Health, Safety, Sustainability, Environmental, Quality and Continual Improvement outlined within the Integrated Management System (IMS).

Below is our commitment to the key areas.




## Health and Safety

		
<b>Compliance</b>	<b>Emergency Preparedness</b>	<b>Consultation and Participation</b>
We are committed to complying with all applicable legal and regulatory requirements related to occupational health and safety. We will also adhere to industry standards and best practices	We have established emergency response plans and procedures to effectively respond to and mitigate workplace emergencies.	We value the input and active participation of our employees and stakeholders in developing, implementing and improving our health and safety management system.

## Sustainability

		
<b>Legal compliance</b>	<b>Prevention of pollution</b>	<b>Resource Efficiency</b>
Loram UK are committed to complying with all applicable environmental laws, regulations and other requirements. Loram will assess and continually monitor their environmental aspects and impacts and update this policy to reflect changing legal requirements and environmental goals.	Loram UK strives to prevent pollution in all our activities and operations. This includes minimizing the use of natural resources, reducing waste and mitigating the environmental impacts of our products and services	We are dedicated to the efficient use of resources including energy and water. We continually seek opportunities to reduce consumption and promote sustainability throughout our operations.

## Quality & Continual Improvement

		
<b>Compliance</b>	<b>Non-Conformance Reporting</b>	<b>Continual Improvement</b>
We prioritise understanding and meeting our customers' needs, expectations and requirements. Customer satisfaction is our ultimate measure of success, including the needs and expectations of interested parties.	Loram UK's staff should report any instances of non-conformance or quality issues they encounter. This helps identify problems and initiate corrective actions.	We are dedicated to the continual improvement of our processes, products and services. We regularly review our quality objectives and seek opportunities.

# HSQE Policy Statement



# Integrated Management System

This document provides a consolidated summary of Loram UK Ltd. approach to Health, Safety, Sustainability, Environmental, Quality and Continual Improvement outlined within the Integrated Management System (IMS).



## Integrated Health, Safety, Quality & Environmental (HSQE) Policy

### Policy Statement

Loram UK Ltd is committed to conducting its business in a manner that protects the health, safety and wellbeing of all those affected by our activities, minimises environmental impact, delivers consistently high-quality products and services, and drives continual improvement across all areas of the organisation.

Health & Safety, Quality and Environmental Sustainability are core values and are integral to our strategic direction, business planning, operational decision-making and day-to-day activities. Legal compliance is regarded as a minimum standard.

This Integrated HSQE Policy provides the overarching framework for managing risk, protecting people, safeguarding the environment, meeting customer and stakeholder expectations, and continuously improving performance.

### Management Commitment

The Managing Director and senior leadership team are fully committed to implementing and maintaining effective integrated management systems aligned to recognised international standards. We will:

- Maintain certification to ISO 45001 (Occupational Health & Safety), ISO 14001 (Environmental Management) and ISO 9001 (Quality Management)
- Provide safe and healthy working conditions for employees, contractors, visitors and others affected by our activities
- Identify hazards, environmental aspects, risks and opportunities, and implement effective controls to eliminate hazards, reduce risk and prevent environmental harm
- Protect the environment by preventing pollution, reducing emissions, minimising waste and using resources efficiently
- Deliver products and services that meet or exceed customer, contractual, statutory and regulatory requirements
- Embed risk-based thinking, quality principles, and sustainability considerations into business processes and decision-making
- Establish objectives and performance measures aligned with business strategy and committed to continual improvement
- Ensure sufficient resources, competent people, training and supervision are in place to support effective HSQE management
- Promote an interdependent culture where individuals take responsibility for their own safety, the safety of others, quality of work and environmental protection
- Consult, involve and communicate with employees and other interested parties on HSQE matters
- Monitor performance, investigate incidents, nonconformities and near misses, and implement effective corrective and preventive actions
- Ensure suppliers, contractors and partners comply with Loram UK's HSQE requirements
- Regularly review this policy and the effectiveness of the integrated management system

# HSQE Policy Statement



# Integrated Management System



This document provides a consolidated summary of Loram UK Ltd. approach to Health, Safety, Sustainability, Environmental, Quality and Continual Improvement outlined within the Integrated Management System (IMS).

## Employee and Contractor Responsibilities

All employees, contractors and agency workers have a duty to support this policy and the integrated management system by:

- Taking reasonable care of their own health, safety and wellbeing and that of others who may be affected by their actions
- Working in accordance with approved procedures, risk assessments and management system requirements
- Never undertaking work unless it can be carried out safely and in an environmentally responsible manner
- Reporting hazards, close calls, near misses, incidents, accidents, quality issues and environmental concerns promptly
- Cooperating with investigations and improvement actions
- Using equipment, protective clothing and safety systems correctly
- Minimising waste, energy use and environmental impact in their work activities
- Participating in relevant HSQE training and development

## Continual Improvement

Loram UK is committed to the continual improvement of its HSQE performance. We will measure and review our performance against objectives and key performance indicators, learn from incidents and best practice, and drive improvement through proactive leadership, engagement and innovation.

## Policy Implementation and Availability

This policy applies to all Loram UK operations and activities and is supported by detailed procedures, processes and standards within the integrated management system.

The policy is communicated to all employees and made available to contractors, partners, visitors and other interested parties. Compliance with this policy is a condition of working for or with Loram UK.

**Approved by:** Managing Director, Loram UK Ltd

**Review:** This policy will be reviewed annually or sooner if significant changes occur.

Signed by:  
*Lee Tinney*  
A0956571638D42D...

**Managing Director**

Lee Tinney  
Loram UK Ltd

