

Quality Policy

APEM Group is fully committed to achieving the highest quality standards in the services we provide to our customers by exceeding their needs and expectations, complying with applicable requirements, and focussing on continual improvement and innovation.

We have established quality objectives and procedures including a Quality Procedures Manual. As part of their induction and on-going training, all employees are informed about their personal responsibility for attaining high standards.

To achieve our quality objectives the Group Board requires all divisions within the APEM Group to have in place the necessary arrangements to comply with this policy, to:

- Achieve compliance with all relevant statutory and regulatory requirements as well as requirements of international standards.
- Develop staff competencies and providing adequate resources to ensure employees are supported to achieve high standards.
- Promote customer focus by enhancing customer satisfaction and avoiding conflicts of interest.
- Select suppliers and sub-contractors who share our commitment for quality.
- Recognise risks to successful delivery and take effective action to address these.
- Undertake regular internal audits and monitoring of our processes and systems to identify opportunities for improvement and sharing of best practice.
- Reviewing the effectiveness and suitability of the quality management system to ensure it is in line with business growth.

APEM Group is committed to the continual improvement of the quality management system and ensuring each of our Divisions can fulfil their duties in order to comply with this policy.

It is the responsibility of all APEM Group employees to comply with this policy and to report on quality concerns. APEM Group prohibits any form of retaliation for the reporting of such matters.

APEM Group has in place a Health, Safety, Environment and Quality (HSEQ) Team to support the implementation of this policy, through the provision of support and advice to our employees and the implementation of our Health and Safety Management System.

All staff will be made aware of this statement as part of their induction on appointment and subsequent on-going training. The Quality Policy is communicated and published on the company website for all interested parties.



Dr Adrian Williams (APEM Group CEO)

| Version | Active date | Approved by | Comments |
|---------|-------------|----------------|----------|
| 1 | 06/09/2022 | APEM Group CEO | |