

# Health and Safety Policy

## (Statement of Intent)

APEM Group provides progressive ecological and technological solutions to decision makers around the globe to achieve environmental and social outcomes that matter. We recognise that is an ambitious mission, which we can only achieve if our people are at their best.

This health and safety policy outlines our commitment to our employees, and their health and safety, so they can focus on having a positive impact on the global natural environment.

We care about the health and safety of our people and those that may be affected by our activities; therefore, our health and safety management system will focus on what adds value to what we do every day whilst continuously learning and improving the way we do it safely.

The Group Board and Senior Managers understand our individual and collective responsibilities in providing H&S leadership and requires all Sectors to have in place the necessary arrangements to achieve our commitments to our people:

- We will comply with all legal and other requirements relevant to our activities;
- We will do everything we can to prevent work related injuries and ill-health;
- We will provide a safe and healthy place to work;
- We will make sure our people have the right tools and equipment to eliminate hazards and control risks;
- Our leaders will talk to our people to get their opinions about what works and what makes work harder;
- We will consult with our employees, and their representatives and enable them to participate in discussions that relate to their health and safety;
- We will have tools in place so that employees and contractors can tell us when an event has happened, had the potential to happen or share insights;
- We will never retaliate in any way for reporting a health and safety concern;
- We will set health and safety objectives annually to support safe and successful work;
- We recognise that things go wrong, and people make mistakes – so when events do happen, we will seek to learn what makes work challenging and what helps or hinders performance and focus on learning and sharing; and
- We will continue to develop our health and safety management so that it is flexible to the need of our growing business and the new businesses that join our Group.

These commitments support our goal in making APEM Group **The Place** to develop a rewarding career in environmental consulting.

Reference	Version	Date released	Approved by
T1-GP-001	2	November 2023	Leah McGimpsey, Chief Executive Officer, APEM Group
<p>This policy is communicated and published on the company website for all interested parties.</p>			
<p>This policy is subject to periodic review and change to ensure it remains valid. The review period is annotated within the Version Control section, or the policy may be reviewed prior to this date when prompted by context, such as developments in legislation, industry practice, or the organisation. This Policy has been Equality Impact Assessed and no adverse impact has been identified.</p>			