

INTEGRATED QHSE POLICY STATEMENT

The following policy statement is appropriate to the nature, scale and impact of activities, products, services and associated risks carried out by SPEX Group Holdings Limited and Subsidiary Companies (SPEX). It will be reviewed annually and communicated to all employees, other persons working under the control of the company and made available to other interested parties on request.

SPEX aim not only to satisfy but also exceed customers' expectations by providing a 1st Class Quality Service, with HSE at the heart of everything we do.

We are committed to:

Health & Safety

- Provide a safe and healthy working environment for all personnel, including Employees, Sub-Contractors and visitors, with a commitment to the elimination of Risks & Hazards, prevention of injury and avoiding ill health.
- Continually promote a **Health and Safety awareness culture** throughout the organisation.
- Plan and conduct our activities responsibly and in a manner that will assure the protection and safety of our staff, the public and the environment.

Robust Integrated Management System

Clear Internal Communication

Involved & Engaged Supervision

Continuous Training & Development

Management

- Ensure **confidentiality** of information.
- Identify and comply with all relevant legislative requirements to which we subscribe.
- Ensure that all employees are aware of their **statutory duties** and take reasonable care of themselves, others and the environment.
- Actively promote the **involvement** of staff in all QHSE related matters.
- Provide **sufficient resources** to ensure QHSE objectives can be achieved.
- Approve and quantify objectives and targets set by Senior Management.
- Guarantee Senior Management and QHSE will review and evaluate performance against these targets to identify progress, facilitate and promote continuous improvement.

Quality

- Utilising an Integrated Management System that complies with or exceeds requirements and drives **continuous improvement** in all areas of our business.
- Train and develop the competence of our people to the standard required for delivery of 1st class quality products and services to clients while demonstrating our commitment to Health, Safety and the Environment.

Environment

- Regularly assess the environmental impact of our key processes, products or services
- Careful selection and use of materials and resources in order to reduce waste to a minimum with a focus on striving to prevent pollution and protect the environment.

SPEX will achieve these aims, and meet our business objectives, through a robust Integrated Management System, clear internal communication, involved and engaged supervision and the continuous training and development of all our personnel.

Nadir Mahjoub, Managing Director















