



Health Safety & Environmental Policy

Bristan Group is a part of the Masco Corporation and recognises their global Health Safety and Environmental strategy.

Directors and management have responsibilities for maintaining and implementation of the policy and must ensure that Health, Safety & Environmental issues are given adequate consideration in the planning and day-to-day supervision of all work.

The Management Systems is recognised as key for controlling risks, identify hazards to eliminate or significantly reduce or prevent accidents, work related ill health, dangerous occurrences, pollution, environmental accidents, improve performance, reduce environmental impacts and increase sustainability.

All employees and subcontractors are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work, so far as reasonably practicable, is carried out without risk to themselves, others or the environment. This includes co-operating with management on any Health, Safety and Environment related matters.

To achieve this business ethic, we utilise sustainable management systems ISO 45001:2018 and ISO 14001: 2015. As a part of this process, we are committed to:

- Ensure commitment to provide safe & healthy working conditions for the prevention of work related injury and ill health which satisfies the requirements of all our customers, stakeholders and other interested parties whenever possible and is specific to our OH&S risks and OH&S opportunities;
- Maintain a management system that will achieve objectives and we will seek continual improvement in the effectiveness and performance based on "risk";
- Assign clear roles and responsibilities and conduct training to ensure necessary competence;
- Identify, analyze and effectively manage all risks arising from all of our business activities;
- Maintain a constant vigilance and readiness to manage emergencies, incidents and impacts;
- Keeping our waste streams to a minimum and recycling all waste materials where possible;
- Ensure that all of our employees are made aware of their individual responsibilities and obligations in respect of this policy, and ensure that consultation and participation of worker, to be actively involved in the management of the Integrated Business Management System and the activities
- Provide and maintain appropriate systems of work, technology, tools and procedures that support the fulfilment of our objectives;
- Ensure this policy statement is communicated to all personnel within the organisation and is reviewed at regular intervals;
- Measure our Carbon Footprint and take account of carbon management in our business decisions to reduce our contribution to climate change;
- Bristan Group will comply to all relevant Health, Safety and Environmental legislation and other requirements.

The Bristan Group will continually work to ensure the necessary resources for fulfilling this policy are available.

This policy is communicated to persons doing work under the organization's control or on behalf of Bristan Group and is available to the public at www.bristan.com

Signed..... *A. Jackson*

Date 1 June 2024

Andrew Jackson: Chief Financial Officer