



CCS Group Limited and its subsidiaries, Cleshar, ITS and GPX, regards the ongoing health, safety, quality and environmental (HSQE) performance as its primary goal and is committed to the avoidance of injury, ill health and environmental harm arising from the conduct of its activities. The Board have responsibility to the Integrated Management System (IMS) and full commitment is demonstrated with HSQE representation at board level with provision of adequate resources, including dedicated HSQE team, ensuring compliance with all legislation, standards, and client requirements.

The Group will manage HSQE through the IMS to ensure the company fulfils all its compliance obligations. It is reviewed periodically by the Board and its members to address changes in legislative, client or company requirements and remains reflective of the Group's activities. To ensure effective HSQE management, we promote a positive culture by setting objectives for continual improvement of the IMS and its performance. Workforce commitment through near miss/close call reporting identifies immediate HSQE risks and requirements associated with our activities, identifying appropriate control measures to eliminate avoidable hazards, minimize risk and environmental impacts. Robust procedures are in place to effectively manage accidents or ill health of our workforce, including apprentices, that respond to, support, investigate, and identify causes to prevent reoccurrence.

The health and safety of our workforce and those affected by our activities is fundamental to our success. We encourage a positive culture of health and safety behaviour through training, engagement, and participation with the workforce and supply chain. Cleshar is accredited to ISO 45001 the occupational health and safety standard.

We recognise the importance of providing a quality service to all our clients and stakeholders, ensuring expectations are understood and met. Through audit and review of quality risks and opportunities for improvement, the Group set annual objectives as part of our goal for continual improvement. Through regular self-auditing and acting upon non-conformances and complaints raised, the Group achieves the quality of service expected, ensuring effective implementation and achieving the requirements of ISO 9001.

We actively consider our environmental aspects through the whole life cycle, in line with ISO 14001. Having identified the aspects that can have a significant environmental impact, CCS has a commitment to carbon emission reductions, pollution prevention and a strategy of sustainable procurement of goods, plant, and materials throughout the lifecycle of contracts.

This policy is subject, as a minimum, to annual review to ensure that it continues to be effective and reflect the absolute commitment of the CCS Board to excellent HSQE performance in all its activities, operations, and contracts. The CCS Board will ensure, through regular engagement, that HSQE and the IMS is an integral part of the day-to-day activities. To promote and ensure commitment, our workforce is trained on this policy and its implementation, including as part of induction of new staff and annual appraisal and through performance reviews. We also require our supply chain to have similar commitment to HSQE performance.

CCS takes pride in achieving the highest levels of customer satisfaction through the quality of its workforce and activities. It also continually strives to deliver the highest reasonably practicable levels of environmental and safety performance. Nothing is more important than ensuring that all our workforce and contractors return home healthy and safe at the end of each shift. To this end, the Board asks everyone to commit to and engage with this policy to ensure the achievement of this goal.

Michael Hesnan
Joint Managing Director

Andy Redican
Joint Managing Director

