

# BALMORAL COMTEC LTD

# HSEQ POLICY STATEMENT

Balmoral Comtec is dedicated to technologically-driven composite and polymer manufactured solutions. The company is focused on key market differentiators that include innovation, technical expertise and manufacturing efficiency as well as offering a comprehensive product portfolio.

## Leadership and Commitment

Balmoral Comtec is committed to the prevention of injury and ill health, the protection of the environment and continuous improvement of the Balmoral Comtec Integrated management system and HSEQ performance.

## Engagement

The Company will ensure care is taken to protect the safety and health of its employees, customers, contractors and of any other persons who may be affected by its operations, whilst minimising the impact on the environment including prevention of pollution and reduction in waste.

This requires an active commitment to HSEQ by Senior Management and across all levels within the company.

Communication channels remain open at all times – and the company listens very carefully to its customers, colleagues and supply chain. The company consults regularly with its employees and ensures their active participation on matters affecting their safety and health is paramount.

## Compliance

Balmoral Comtec is committed to compliance with all applicable legislation and industry standards relevant to its business activities and the complete satisfaction of applicable stakeholder requirements. The company regularly monitors, measures, analyses, evaluates and reviews compliance to these requirements.

## Risk

Balmoral Comtec works to eliminate or reduce all foreseeable hazards, so far as reasonably practicable, that may endanger health, safety and the environment, or could potentially affect product or service quality provided. This will be achieved through formal assessment programmes to continually evaluate risk and opportunities.

## Training

A competent and knowledgeable workforce with a strong culture based on the company's core values is important to the safe and consistent delivery of an efficient and effective operation. The Company is committed to staff development and training, and line managers and supervisors are responsible for ensuring that appropriate training is provided, and that individuals' competencies and capabilities are evaluated.

In order to sustain the company culture of innovation and improvement whilst ensuring compliance with changing legislation, this policy shall be reviewed periodically and revised as required.

James S Milne CBE, Hon DBA, DHC  
Chairman and Managing Director  
Balmoral Group Holdings Ltd

