

Our Commitments

Sparrows Group acknowledge health, safety, quality and environmental matters as core values within its business management responsibilities. Therefore, in accordance with current legislation, guidance, industry standards, best practice and other requirements, Sparrows Group shall set corporate objectives and targets aligned to the delivery of our HSEQ Policy and corporate strategic plan. Achievement shall be measured to ensure these areas are at least given equal status with the other primary drivers of the business.

Our Goals

In order to consistently meet the commitments stated in this HSEQ Policy, Sparrows Group has established a defined organisational structure, a framework of performance standards and documented processes relating to the management of occupational health, safety, environmental protection and quality.

Primary elements include processes to:

1. Provide occupational health, safety, environmental and quality management systems that are regularly reviewed and verified for effectiveness against required standards, legislation and other requirements.
2. Provide a safe place of work for employees by identifying hazards and their associated risks, assessing them to ensure they are eliminated or reduced as low as reasonably practical, to a mutually acceptable level.
3. Ensure our undertakings and those of our contractors and associates are conducted in such a manner that they do not adversely affect the health and safety of others, or contribute to environmental harm and degradation.
4. Ensure the availability of a well-informed, trained and competent workforce.
5. Provide plant and equipment that is fit for purpose, regularly maintained, in good working order and appropriately certificated.
6. Provide mechanisms for effective engagement, communication and consultation with employees and external parties on occupational health, safety, environmental and quality matters.
7. Ensure that workforce Employee Safety Representatives and members of other company forums have clarity in their roles and responsibilities and are given the recognition, training, and support required to assist them in their duties, as a primary link with line management.
8. Provide for reporting and investigation of HSEQ incidents and near misses, to ensure identification of root causes, implementation of corrections and corrective actions and sharing of key lessons.
9. Understand the needs of our clients to ensure we meet their requirements, assuring we deliver high quality products and services, competitively priced and on time.
10. Support continual improvement by monitoring and reviewing occupational health, safety, environmental and quality performance, capturing and tracking improvement opportunities to satisfactory close-out, feeding back results as appropriate.
11. Commend employees and others who exercise their right to intervene and STOP activities, which may negatively affect health, safety or welfare of personnel, the environment, or the integrity of plant, equipment and facilities.

As Chief Executive Officer, I am fully committed to providing the necessary resources to allow for the effective implementation of this HSEQ Policy in each Sparrows business. Roles and responsibilities will be clearly defined to ensure full ownership and accountability for all policies and procedures. I have appointed an Executive HSEQ Director, responsible for the Group's Integrated Management System and who is also the Management Representative for health, safety, environment and quality.

Management review shall provide the framework for setting and reviewing policy and objectives and these shall be conducted by senior management.

Stewart Mitchell

CEO

A handwritten signature in black ink, appearing to read "Stewart Mitchell".