

INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

N-ERGISE Ltd combines the talent of its people with its experience of engineering and construction to provide innovative solutions across a variety of markets including the Renewables, Oil & Gas, Nuclear, Construction and Marine sectors.

Our core values of professionalism, integrity, trust, and team spirit are the heart of our business, ensuring the whole team aim to be their client's partner of choice.



INTRODUCTION

In order to demonstrate our commitment to Occupational Health and Safety, Environmental and Quality credentials, we maintain, as part of our IMS, ISO 45001:2018 (OH&S), ISO 14001:2015 (EMS) and ISO 9001:2015 (QMS) Certification with BSI.

Our IMS defines the processes and procedures to be implemented throughout the Company, it is subject to a process of continual improvement founded on the concept of Plan-Do-Check-Act.

The IMS is the foundation of N-ERGISE success and at the same time the precept for corporate decision-making, it affects all company processes enabling fulfillment of this Policy. The Managing Director recognises and accepts responsibility of the IMS and this Policy.

STATEMENT OF INTENT

N-ERGISE commits to actively applying and evolving Health and Safety, Environmental and Quality (HSEQ) management. We shall define, review and achieve measurable HSEQ objectives and have our Management Team provide appropriate infrastructure and resources as are required in order to enable the Company to meet these objectives.

N-ERGISE is committed to the following HSEQ Objectives and Principles:

Implementation of our Integrated Management System - effective leadership from senior management, including accountability for the effectiveness of the IMS. Documenting, monitoring, reviewing and continually improving our IMS in accordance to ISO 45001:2018, ISO 14001:2015 and ISO 9001:2015.

Commitment to Quality - we shall provide products and services to our customers of the highest quality, consistently and efficiently; satisfying customer requirements and applicable compliance obligations. We aim to enhance customer satisfaction and the assurance of conformity.

Identification of Risks - we are a risk-based thinking company. We shall identify all potential HSEQ risks at an early stage, take proportionate preventive measures, react effectively to non-conformities in collaboration with our interested parties and continuously improve.

Zero Harm to People - whether they are employees, contractors or third parties; we are committed to the elimination of hazards, the ongoing proactive identification of hazards and shall maintain a culture that is in full support of the employee's well-being and the prevention of injuries. We implement and enforce safe work practices and conditions throughout all of our operations. We also operate a

‘balanced blame’ culture whereby employees are openly encouraged to report hazards, including near misses, without fear of reprisal to ensure the root causes of accidents are identified thus enabling measures to be put in place to eliminate recurrence. All employees shall comply with the requirements to wear Personal Protective Equipment in accordance to the type of activity and hazards identified.

Do It Right First Time - a positive culture creates positive performance. We promote a ‘Do It Right First Time’ attitude throughout the company, delivering results without error.

Competent and Motivated Employees - confidence, trust and recognition of good performance. We encourage a learning culture. We provide clear instructions, information, and adequate training to ensure employees are competent to undertake their allocated tasks and adequately instructed and supervised in all aspects of their duties in accordance with their role and responsibilities. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

Communication and Consultation - ideas, concerns and solutions are freely shared and acted upon. We determine our interested parties and their requirements that are relevant to the IMS. We are committed to ensuring an effective process of communication and consultation across the whole company, through visible behaviour, written material and face-to-face discussion; between workers, their representatives and managers through active involvement.

Protecting the Environment - we shall continually improve our environmental performance and strive to avoid negative biodiversity interference. We will prevent pollution, protect landscapes and ecosystems and adopt a reduce, reuse and recycle approach to waste. Our aspects and impacts are documented, actioned and reviewed to minimise our operational impact.

Compliance Obligations - we are legally compliant. We identify and verify compliance with all relevant current and future legislation, regulations, directives, codes of practice, client policies and procedures and other stakeholder requirements.

Energy Consumption and Low Carbon Future - we are continually striving to identify and reduce our greenhouse gas emissions and support a climate-neutral economy. We aim to save energy, make efficient use of natural resources and promote activities that help mitigate the effects of climate change; including the use of renewable energy.

Sustainability and Social Responsibility - we are committed to the 17 Global Goals for Sustainable Development. We provide products and services from quality assured, sustainable sources as per our own standards, customer requirements and compliance obligations; this includes the assessment, capabilities and verification of our vendors HSEQ performance. We aim to demonstrate these responsibilities through our actions and corporate policies; guided by the 7 core subjects of ISO 26000:2010.

Ethical Practices - we apply ethical business practices in everything we do to ensure that our activities do not involve abuse, exploitation or harm of any individual or the wider environment. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships.

Social Value and Economic Impact - we recognise that to achieve our business goals and to achieve success with our social impact, we must continuously improve our approach and secure workforce, communities and stakeholder satisfaction with our ambition, culture and activities.

We Lead by Example - we strive to play a lead role within our industry, promoting best practice in everything we do.

RESPONSIBILITY

The Managing Director has the overall responsibility for the IMS and this Policy, including formulation, development, implementation and encouraging commitment by personnel at all levels of the Company.

The nominated Management Representatives are responsible for the co-ordination, implementation and monitoring of this Policy throughout the Company.

All employees, contractors and visitors are responsible for Policy implementation by cooperating, participating and contributing to its success through their actions and suggestions.

As a condition of employment, each individual within N-ERGISE will be expected to conduct their daily activities in a manner that is consistent with the Objectives and Principles in this policy.

COMMUNICATION

The IMS Policy is communicated to all employees, contractors and visitors via induction and training. A copy of the IMS Policy is displayed in reception at the N-ERGISE office, on external work sites and published on the internal company shared drive.

Copies are made available to all interested parties upon request.

All employees are encouraged to communicate any queries to a Managing Director.

REVIEW

The suitability, adequacy and effectiveness of this Policy shall be evaluated through various methods of monitoring, measurement and analysis in accordance with ISO 45001:2018, ISO 14001:2015 and ISO 9001:2015.

This document shall be reviewed bi-annually by the Managing Director at Management Review Meeting or sooner if required.

Great Yarmouth, 12 April 2023



Martyn Norton
Managing Director