

## Policy Statement for Health, Safety, Environment and Quality (HSEQ) Management

TelosNRG are fully committed to the creation of a sustainable future for the sectors of industry we work in through delivery of objectives, continual improvement of business practices, HSEQ culture and the performance of all projects and operations. TelosNRG adheres to the principles of the Universal Declaration of Human Rights and promotes community development within our sphere of influence.

*Our HSEQ Policy is fundamental in driving our business performance through:*

- *Elimination of Health & Safety hazards or reduction of associated risks in the delivery of our clients requirements*
- *Identification and management of significant Environmental aspects*
- *Setting and achieving the highest Quality standards for ourselves and our clients*

*We aim for:*

- *No harm to people*
- *Minimal environmental impact and pollution prevention*
- *Provision of the highest standards of service in our business sectors*

### 1. Leadership

Our management team is committed to developing an organisation that services client requirements whilst leading and enhancing HSEQ behaviours and performance in the projects we undertake. We are committed to the development of staff competence, and promote effective two-way internal and external communication.

### 2. People

All employees and contractors of TelosNRG are accountable for their own behaviour and responsible for complying with company Policies and Procedures. It is the responsibility for all to report any non-conformity, incident or improvement opportunity to their supervisor / manager.

### 3. Compliance

We will ensure that all our work is undertaken in line with clients' requirements, applicable local legislation, international standards and company Management System requirements; in line with ISO 9001, ISO 14001 and ISO 45001.

#### 4. Responsibility

Our management are fully committed to our HSEQ Policy, and are accountable for its implementation. The Managing Director has ultimate responsibility for the development, implementation and review of the Policy, and ensuring its effective communication to all employees, contractors and stakeholders.

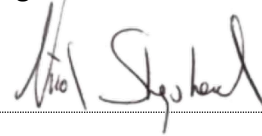
**This policy has been approved & authorised by:**

Nicol Shepherd  
Chief Executive Officer

**Date:**

15/07/2021

**Signature:**

A handwritten signature in dark ink, appearing to read 'Nicol Shepherd', written over a horizontal dotted line.