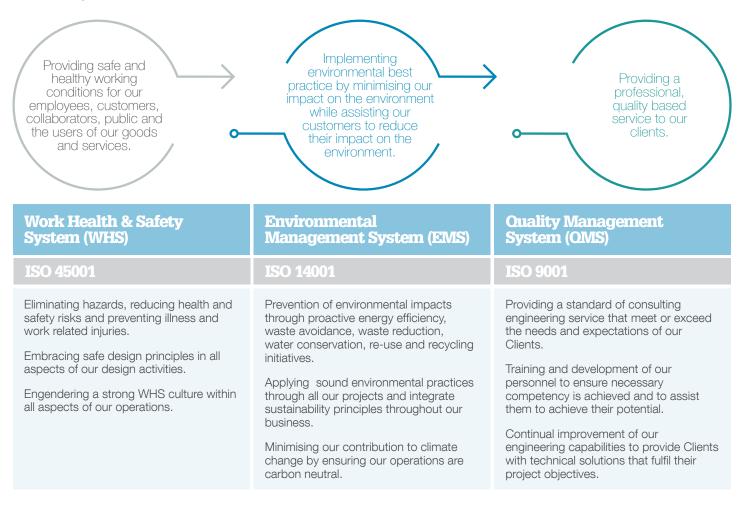
Norman Disney & Young Safety Health Environment & Quality (SHEQ)

NDY is committed to developing, implementing, maintaining and continually improving our Safety, Health, Environment and Quality (SHEQ) integrated systems in all our activities. NDY will do this with integrity, ethics and in a socially responsible and sustainable manner.

NDY Group commits to:



Our objectives are set and reviewed in accordance with the framework contained in our Integrated Management System. In order to achieve this, NDY will allocate appropriate resources to enable all employees and contractors to:

- Maintain our ISO 9001, ISO 14001 and ISO 45001 certifications
- Maintain, comply and continually improve our SHEQ Integrated Management System
- Comply with all legal and other requirements including regulator, shareholder, customer and contractual requirements
- Consult and encourage participation from employees and other interested parties, including workers representatives in the development, implementation and continual improvement of the Integrate Management System
- **Stuart Fowler** Chief Executive Officer, Norman Disney & Young



- Utilise service/equipment/resource material providers who demonstrate a proactive approach to ecological sustainability, social responsibility and quality throughout their business
- Improve resource utilisation efficiency to limit our use of natural resources, both renewable and non-renewable while reducing our carbon emissions
- Regularly review, monitor and report on our performance towards meeting our objectives and targets
- Report and analyse all events and non conformities in order to prevent recurrence
- Actively seek customer feedback and act on the feedback they provide
- Minimise risks by promoting awareness, training and implementing NDY practices.

NDY will make this policy available to all employees, contractors and interested parties, including but not limited to those with whom we have a shared duty.



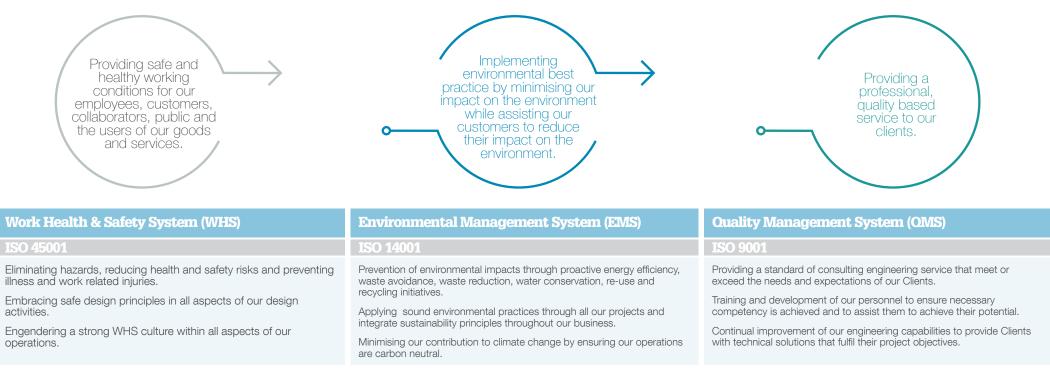


NDY SHEQ 2021

Norman Disney & Young Safety Health Environment & Quality (SHEQ)

NDY is committed to developing, implementing, maintaining and continually improving our Safety, Health, Environment and Quality (SHEQ) integrated systems in all our activities. NDY will do this with integrity, ethics and in a socially responsible and sustainable manner.

NDY Group commits to:



Our objectives are set and reviewed in accordance with the framework contained in our Integrated Management System. In order to achieve this, NDY will allocate appropriate resources to enable all employees and contractors to:

- Maintain our ISO 9001, ISO 14001 and ISO 45001 certifications
- Maintain, comply and continually improve our SHEQ Integrated Management System
- Comply with all legal and other requirements including regulator, shareholder, customer and contractual requirements
- Consult and encourage participation from employees and other interested parties, including workers representatives in the development, implementation and continual improvement of the Integrate Management System
- Utilise service/equipment/resource material providers who demonstrate a proactive approach to ecological sustainability, social responsibility and quality throughout their business
- Improve resource utilisation efficiency to limit our use of natural resources, both renewable and non-renewable while reducing our carbon emissions
- Regularly review, monitor and report on our performance towards meeting our objectives and targets
- Report and analyse all events and non conformities in order to prevent recurrence
- > Actively seek customer feedback and act on the feedback they provide
- Minimise risks by promoting awareness, training and implementing NDY practices.

NDY will make this policy available to all employees, contractors and interested parties, including but not limited to those with whom we have a shared duty.



Stuart Fowler Chief Executive Officer, Norman Disney & Young



NDY SHEQ 2021