



Safety, Health, Environment and Quality (SHEQ) Policy

The SPW Group and Flexihire will avoid harm to people, society and the environment while providing quality products and services to our customers.

Our principles:

- Safety, health, quality and care for the environment are foundational principles of our businesses.
- The safety and health of our colleagues, customers, business partners and communities in which we do business is our number one priority.
- Visible leadership and personal accountability for SHEQ, at all levels.
- SHEQ principles shall be reflected in 100% of our behaviour, 100% of the time.

Our vision:

- Zero incidents.
- Safe, secure and healthy working conditions for all who work with and for us.
- High quality, safe and environmentally responsible products and services that meet or exceed customer expectations.
- Responsible use of natural resources.
- Economic and environmental sustainability in everything we do.

Our commitment:

- Comply with applicable legal, regulatory, industry and corporate requirements.
- Design, construct and operate our facilities in a safe, secure, efficient and environmentally responsible way.
- Accountability and performance tracking against our SHEQ goals and targets.
- Work with our business partners and industry to actively promote and enforce compliance with this policy.
- Promote open communication with all stakeholders and sharing of SHEQ knowledge.
- Continuously improve our performance and actively manage risk in our business.
- Provide resources, training, equipment and other support to enable fulfilment of this policy.

This policy is integral to SPW and Flexihire's strategy and is periodically reviewed by the Safety Review Board.

Chris Moyes
General Manager
SPW Group & Flexihire