HSEQ Policy Statement

AJT Engineering are committed to provide safe and healthy work conditions to protect the health (physical, mental and emotional) and safety of all people involved with our activities and thus achieving a safe and incident free workplace, with high standards of environmental responsibility including protection of the environment, pollution prevention, sustainable resource use and climate change mitigation.

We recognise:

- We shall provide a high-quality service and are committed to meet or exceed the expectations of our customers and interested parties by delivering outstanding performance, utilizing competent personnel.
- AJT Engineering activities are conducted in accordance with accredited management systems; ISO 9001, ISO 14001 & ISO 45001, API Q1, PED, ISO 3834, EN 1090 and all relevant legislation and applicable requirements in the area's we operate.
- AJT Engineering expects an absolute commitment from everyone involved in our work activities to take responsibility and be accountable for ensuring compliance with this policy, our HSEQ Management System and current legislation.

The Senior Management Team shall ensure the organisation is guided and resourced to enable implementation and continual improvement of the HSEQ management systems. They shall annually set business objectives by assessing the internal and external influenced that affect the business. The business objectives will be aligned with the context of the organisation and shall support it strategic direction. These objectives shall be reviewed every 3 months and shall form part of the management review and management meetings.

Key Commitments

- Provision of information, instruction and training that is relevant to a person's duties and responsibilities
- Continual improvement by setting clear performance monitoring (including growth and development)
- Improve staff culture through regular communication and increased leadership engagement while ensuring employee consultation and participation
- Continually pursue the goal of zero harm to people, assets and the environment
- Prevent pollution and eliminate waste and generation through best work practices and by utilising recycling initiatives where possible

- Monitor and measure supplier performance (audits, NCR's, pricing frameworks, OTD)
- Awareness and compliance of regulatory and legislative requirements
- Ensure working equipment is maintained and kept in good working order through a planned preventative maintenance schedule
- Regularly monitor the integrated management systems effectiveness by conducting internal and external audits, assessing competencies of our employees, continuing to train and develop, continually improving on these management system processes to reduce non-conformities
- Regularly monitor risk assessments to identify hazards and existing control measures. We will prioritise, plan and complete any corrective actions required to reduce risk to an acceptable level.
- Is committed to full compliance with all applicable chemical safety and environmental regulations, including REACH (EC 1907/2006) and RoHS (2011/65/EU as amended), to ensure the protection of human health, the environment, and the safety of our employees, customers, and stakeholders.

The Senior Management Team are committed to the continual improvement of the management system and HSEQ performance.

David Scalley

Managing Director

Date: 15/12/2025

Signed:

Next Review: 15/12/2026