

INTEGRATED QHSE POLICY



Norco provide power supply solutions and support to critical power systems within a range of industrial and commercial environments, including Energy, Telecommunications and Healthcare.

Norco is committed to providing its customers with products and services that meet their expectations, while providing sufficient control of health and safety risks arising from its work activities.

Norco recognises the importance of Quality, Health, Safety and Environment (QHSE) considerations within business services and activities that potentially have an impact on:

- The scope of supply to our client base
- Our workers and business practices
- Our surroundings and the environments in which we operate

Norco acknowledges the requirement to demonstrate commitment to this Policy by encouraging proactivity and by protecting all personnel and the environment affected by Norco's activities and undertakings.

Norco will promote and communicate this Policy to all personnel and interested parties and will review this Policy on a regular basis to ensure that it remains appropriate to the nature and scale of Norco's activities.

Plans and objectives, appropriate to the nature and scale of Norco's activities, are established and implemented. Review of business performance occurs at regular intervals.

Norco understands the expectations and requirements outlined in legislation within the countries to which it delivers its services, as well as industry guidance and best practice relevant to the sectors in which Clients are involved. Norco's Board of Directors is accountable for the implementation of this Policy and the management of QHSE on a day-to-day basis.

The Board of Directors shall ensure that the business:

- Has processes and procedures in place that control business risks arising from its undertakings
- Commits to the continual improvement of the Business Management System and QHSE performance
- Commits to the consultation and participation of workers on matters affecting QHSE
- Provides safe & Healthy working conditions for the prevention of work-related injury and ill-health
- Commits to eliminate hazards and reduce risks
- Provides suitable and sufficient information, instruction, training and supervision for workers to be competent to fulfil their tasks
- Complies with and satisfies all applicable legal and other requirements to which it subscribes, and commits to fulfil its compliance obligations
- Recognises the responsibility to manage the environmental impacts of services and products, and has assessed its activities and identified significant environmental aspects and impacts
- Commits to protecting the environment, including the recycling of redundant batteries, prevention of pollution, and will seek to ensure waste materials are segregated and disposed of via the best possible environmental route

Further information with regards to responsibilities and arrangements for QHSE are detailed within the QHSE Manual and within the specific processes and procedures of the BMS.

A handwritten signature in black ink, appearing to read "L. Robertson".

Leonard Robertson
Director
Norco Group Limited

Date: 15/11/2022