

Health, Safety, Environmental & Quality Policy

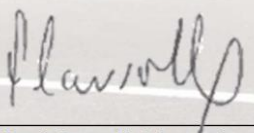
April 2026

Our Values

This policy confirms our approach to ensuring Brown and Carroll's Quality, Safety and Environmental (HSEQ) performance continually improves and delivers our objectives and targets in line with the company's core values and sustainability policy.

- Our senior management team will construct the HSEQ objectives and targets based on the requirements from our interested parties and management systems
- We will provide all necessary resources for maintaining and improving HSEQ performance and establish, maintain, implement and constantly endeavour to improve its management systems and performance
- We commit to maintain ISO 9001, 14001 and 45001 certification
- Our senior management team will demonstrate leadership to engage and involve employees at all levels and relevant interested parties, in the management systems
- We provide appropriate resources for the learning and development of our employees, confirming that they understand their role/responsibilities and their contribution in the delivery of this policy
- We are committed to the consultation and participation of workers at all Brown & Carroll locations
- We aim to demonstrate to and assure ourselves of conformance with our stated procedures and compliance with legislation
- We are committed to maintaining a safe working environment that does not endanger the health, safety and welfare of employees, contractors and any third parties by eliminating hazards and reducing risk
- To endorse environmental protection and prevention of pollution in line with current and future needs of our customers, neighbours and any third parties who might be affected by our activities
- We are committed to reducing carbon dioxide CO2 emissions and gaining Net Zero at the earliest possible outcome, aligned with the UK Government requirements

Our values shape everything we do at Brown & Carroll, from the way we treat our staff to the way we work with our clients.

A handwritten signature in black ink, appearing to read 'Paul Carroll'.

Paul Carroll, Managing D

1st April 2026

This Policy will be reviewed on an annual basis and available on our website