

Our Policy: Safety Health Environment Quality

VertaseFLI is a leading brownfield and contaminated land remediation, enabling and environmental contractor. Our overarching vision is to be recognised as a leader in the industry, respected for both our technical innovation and our ability to deliver. We recognise that the health, safety and welfare of everyone who works for us or is affected by our activities and preventing adverse environmental impact, is critical to the success of our business. We achieve this by operating an Integrated Management System (IMS) in accordance with ISO 9001, ISO 14001 and ISO 45001. This policy is published and approved by the board of directors to support and promote the company's strategic objectives and targets.

Our **Ambitions** to focus on as a business are:

Zero Accidents
Continually increase repeat business
No loss making projects
Delivering all projects on programme
Making this a Great Company to work for
Achieve Consistently High Service Standards

Our **Core Behaviours & Values** as a business are:

Collaborate Together we achieve more
Innovate We aspire to be the best at what we do
Customer focused We keep our promises
Personal Ownership It starts with you
Value Our People We encourage and support individual growth and happiness

The Company is committed to:

- Satisfying all applicable legal, customer and business requirements and fulfilling its environmental compliance obligations;
- Promoting continual improvement of our IMS and to enhance its customer satisfaction, OH&S and environmental performance;
- Protecting the environment, including the prevention of pollution and injury/ill health to our workforce including organisations working on our behalf.
- Providing information, instruction and training for all employees (including subcontractors/agency staff where necessary as part of the site works). This will be detailed within task specific work instructions/safe systems of work/plan of works developed for each project.
- Communicating to all employees and organisations working for or on our behalf. Those individuals shall cooperate and assist in the implementation of this policy, whilst ensuring their own work, so far as reasonably practicable is carried without risk to themselves, others, or the environment is expected;
- Reviewing this policy annually or in the event of significant change, amending and re-issuing where necessary;
- Making this policy available to interested parties on the Company Website.

We Shall:

- Take accountability for the effectiveness of the IMS;
- Ensure the SHEQ policy and objectives are established and are compatible with the context and strategic direction of the Company and taking into consideration our risks and opportunities. IMS objectives have been set and are maintained as part of the IMS internal auditing, monitoring and management review process;
- Promote the use of a process approach and risk-based thinking;
- Ensure that the resources needed for the IMS are available;
- Communicate the importance of an effective IMS and to ensure that the IMS achieves its intended results;
- Engage, direct and support our people to contribute to the effectiveness of the IMS through various forums;
- Promote continual improvement;
- Support other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility.

Signed on behalf of
The Board of Directors



Steve Edgar
January 2026
Managing Director
VertaseFLI Limited