

HSEQ Policy Statement

At Scotia Homes Ltd (the company) we believe that every workplace should be safe for everyone involved, from employees and contractors to customers, neighbours and members of the public. We will manage our environmental aspects, control their impacts and we are committed to providing our customers with the standards of product service and delivery that meet or exceed their expectations. This comprehensive commitment to Health, Safety, Environmental and Quality (HSEQ) is not just an obligation it is at the heart of everything we do.

This will be achieved through good leadership and the effective implementation of our Scotia Integrated Management System (SIMS). Overall responsibility for the creation and continuous improvement of the SIMS is the responsibility of the board of directors who are totally committed to its full implementation. The same level of commitment applies to every employee who must be active in promoting and enhancing our HSEQ culture and committing enthusiastically to the company's aspirations.

Simply stated, our aspirations are:

“Service excellence, No Accidents, No harm to people, No harm to the environment”

We will:

- As a minimum, comply with all relevant legislation and applicable standards.
- Set and regularly review HSEQ objectives which will be aligned to overall business objectives.
- Provide all the necessary resources to undertake our work safely and effectively.
- Identify all significant hazards, assess the risk from them and ensure appropriate and proportionate control measures are in place, including pollution prevention and the control of waste and energy consumption.
- Create the capacity for excellence by proactively learning from and avoiding repeat non-compliance.
- Consult with employees and all other relevant stakeholders about any significant HSEQ matters that may affect them, and to actively seek customer feedback.
- Ensure that adequate information, instruction and training is provided for all employees, and that appropriate levels of competence are maintained.
- Work with our clients, partners, suppliers and regulators to implement industry best practice.
- Continually improve the HSEQ systems, performance and service delivery.
- Communicate our SIMS policy to all stakeholders and make it available to the public via our website.
- Investigate all incidents and non-conformances to learn from them and to ensure that corrective and preventive action is taken.
- Ensure the SIMS is reviewed regularly to ensure that it remains effective.
- **STOP the job if it is not safe to proceed.** All employees and contractors are obliged to do this.



Martin Bruce
Managing Director

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