

## Health and Safety Policy

### Statement

Stantech Electrical Services is committed to undertaking its business in such a way as to minimise the risks of injury or ill-health to people and damage to property. Our goal is to totally eradicate these incidents. This is the zero mind-set philosophy and is in keeping with our HS&E policies

We will do all that is reasonably practicable to fulfil this commitment, by implementing health and safety management arrangements in accordance with the following key elements:

- Leadership and commitment
- Communication
- Competence and personal development
- Risk management
- Occupational health
- Engineering controls
- Management of change
- Information and documentation
- Control of third parties
- Environmental management
- Plant, equipment and materials
- Incident investigation and analysis
- Emergency preparedness
- Audit and review

The guiding principles, expectations and enabling arrangements for each of these elements are provided in our HS&E Manual.

As Director, I accept responsibility for health and safety within the company. The company views health and safety management as a key responsibility of line management and a professional HS&E function exists to provide advice and guidance to line management in discharging that responsibility.

In addition, every individual within the company has a responsibility for his, or her, own safety and for the safety of others who might be affected by the individual's acts or omissions.

Sound health and safety performance is fundamental to our successful business performance. I therefore urge and expect everyone within the company to play their part in the implementation of our health and safety management arrangements and in the achievement of excellent performance and continuous improvement in those areas.

The company will bring this Policy Statement and supporting arrangements to the attention of all our employees and sub-contractors.



**Ian Hughes**  
Managing Director

**Date**  
3/3/2021

## Slavery and Human Trafficking Policy

### Statement

Stantech Electrical Services is committed to complying with section 54 of the Modern Slavery Act 2015. Stantech Electrical Services is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking.

Stantech Electrical Services will publish an annual slavery and human trafficking statement. A link to this statement will be on the homepage of the website and will be signed and approved by Mr Ian Hughes MD. The Managing Director is responsible for ensuring that this statement is published and reviewed on an annual basis.

The statement will explain the steps that Stantech Electrical Services has taken to ensure that slavery and trafficking are not taking place in any of its supply chains, or in any part of its own business.

The following items will be included in the statement:

- The structure of our organisation, the business operations of the organisation and the supply chains.
- Our policies in relation to slavery and human trafficking.
- The due diligence processes that we carry out to ensure that there is no slavery or human trafficking in our business and supply chains.
- Identification of any parts of our business and supply chains where there is a risk of slavery or human trafficking take place, and the steps that we have taken to assess and manage the risk.
- An assessment of the effectiveness of the measures that we have taken to stop slavery and human trafficking taking place, and the way that we assess and manage the risks that are identified.
- A statement that training about slavery and human trafficking is available to all employees.

In addition to producing the annual statement, Stantech Electrical Services is committed to:

- ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK
- ensuring that all commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015, and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act appointing a named individual to oversee the compliance with the Modern Slavery Act 2015, identifying and addressing any areas of high risk in our supply chain providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.

As Director, I am personally committed to Stantech Electrical Services operating in accordance with these concepts. They are fully supportive of our core values and I am confident that by adopting this approach throughout the organisation, we will reach our vision for the future



**Ian Hughes**  
Managing Director

**Date**  
3/3/2021

## Environmental Policy

### Statement



Stantech Electrical Services committed to protecting the environment from avoidable harm. The company fulfils this commitment by implementing an Environmental Management System to ensure:

- Establishment of objectives and targets, monitoring, auditing and review of environmental performance
- Continuous environmental improvement
- Effective communication and consultation on environmental matters within and outside the company
- Compliance with all relevant environmental legislation and other regulatory requirements
- Prevention of environmental pollution and reduction of environmental risks by appropriate proactive measures

In our environmental goals approach, Stantech Electrical Services is committed to bringing this Policy Statement and supporting Environmental Management System to the attention of all employees sub-contractors and to render the Policy Statement available to clients and the public on demand.

As Director of Stantech Electrical Services, I accept ultimate responsibility for environmental performance within the company and expect all company employees to play their part in fulfilling the Policy.



**Ian Hughes**  
Managing Director

**Date**  
3/3/2021

## Quality Management Policy

### Statement

Stantech Electrical Services is committed to achieving and sustaining outstanding results for all our stakeholders.

Our approach will be based on the following concepts for business excellence:

- **Results orientation** - success will be based on balancing and satisfying the needs of all relevant stakeholders. This includes our people, customers, suppliers, society and shareholders.
- **Customer focus** - we will retain a clear focus on the needs of current and potential customers.
- **Leadership** - we understand the need for the organisation's leaders to create a clarity and unity of purpose within the company and an environment in which the organisation and it's people can excel.
- **Management by processes & facts** - all inter-related activities are understood and systematically managed; decisions concerning current operations and planned improvements are made using reliable information.
- **People development & involvement** - we will release the full potential of our people by developing a culture of trust, teamwork, personal growth and empowerment that encourages the involvement of everyone.
- **Continuous improvement** - continuous improvement will become an integral part of the way we work and think.
- **Partnership development** - we work with our alliance partners to develop mutually beneficial relationships built on trust, adding value, sharing of knowledge and integration.
- **Public responsibility** - we maintain an ethical approach to our business and exceed the expectations and regulations of the community at large. This includes a desire for excellent HS&E results.

As Director, I am personally committed to Stantech Electrical Services operating in accordance with these concepts. They are fully supportive of our core values and I am confident that by adopting this approach throughout the organisation, we will reach our vision for the future.



Ian Hughes  
Managing Director

Date  
3/3/2021