

# Health, Safety, Wellbeing & Environment Policy

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Approver: Mike Christman (Chief Executive Officer)  
Reviewer: Kasia Liu  
Owner/s: Chief Executive Officer / Group Health & Safety Manager  
Review Cycle: Two-Yearly  
Next Update: August 2027

Signature:  
  
Mike Christman (CEO)

## 1. Purpose

Scott Technologies Group is committed to protecting the health, safety, wellbeing, and environment of every person who works for us, with us, or is affected by our operations. This policy establishes the framework for managing occupational health, safety, wellbeing and environmental (**HSWE**) risks, delivering continual improvement in performance, and embedding HSWE into our business strategy, decision-making and operational activities. This policy is aligned with internationally recognised good practice, including ISO 45001:2018 and ISO 14001:2015.

## 2. Scope

This policy applies to:

- All Scott Technologies employees, contractors, subcontractors, and consultants.
- All visitors to Scott Technologies sites and premises.
- All operations, activities, and locations where Scott Technologies has operational control or significant influence, including manufacturing, service, R&D, and office activities across all countries of operation.

## 3. Policy

Scott Technologies' Health, Safety, Wellbeing & Environment commitments are structured around the following ten principles, which form the foundation of our management system.

- **Leadership & Governance** - Senior management will provide visible leadership through safety walks, site visits and governance reviews, integrate HSWE into business decisions, assign clear roles and accountabilities, allocate the resources and training needed to meet this policy, and ensure it is communicated, understood, applied, and available to interested parties.
- **Planning & Strategy** - We will set measurable, time-bound HSWE objectives aligned to business plans, legal requirements and other obligations (including standards, codes, regulatory guidance, contracts and voluntary commitments), maintain an Improvement Plan aligned to strategic goals, and apply Management of Change for significant changes.
- **Risk & Hazard Management** - We will identify, assess, and control hazards and risks, prioritising elimination and substitution, and verify controls regularly for effectiveness; We commit to maintaining Critical Risk Standards.
- **Operational Control** - We will maintain safe systems of work (including permits and lockout tagout processes), contractor controls and tested emergency/incident response arrangements — including environmental incident response.
- **Competence & Training** - We will ensure workers and representatives are competent for their roles through training, assessment and provision of necessary resources; Accurate competency and training records will be maintained and reviewed regularly.
- **Worker Participation** - We will enable worker participation and representation through HSW representatives and feedback channels, remove barriers to participation (time, training, resources, language, access), and promote physical and mental wellbeing with return-to-work support.
- **Incident & Accident Management** - We will encourage prompt reporting of incidents, near-misses and opportunities, investigate using root cause analysis, apply corrective and preventive actions tracked to closure, and share lessons learned.
- **Monitoring, Measurement & Review** - We will use leading and lagging indicators, audits and formal management reviews to monitor compliance and drive continual improvement of HSWE performance. We shall conduct safety walks, behavioural observations, and regular inspections.
- **Document & Records Control** - We will maintain controlled HSWE documents and records with versioning and approval, store the controlled documents in an accessible central repository, and review and update-controlled documents to a documented schedule.
- **Environmental Management** - We will identify and manage environmental risks and impacts, prevent pollution, minimise waste and emissions, protect biodiversity, and consider climate mitigation/adaptation where relevant; performance will be measured and reported.

## 4. Definitions

**HSWE:** Health, Safety, Wellbeing and Environment.

**Critical Risk Standards:** Documented minimum requirements for managing Scott Technologies' most significant H&S risks.

## 5. Authority

This policy is approved by the Scott Technologies Chief Executive Officer. The Board and CEO require all officers, managers, workers, contractors, and visitors to comply with this policy. This policy authorises the implementation and continuous improvement of the HSWE Management System across all Scott operations.

## 6. Responsibilities

Role-specific responsibilities are:

- **Board / CEO / ELT:** Provide leadership, governance oversight, and adequate resourcing; set the strategic direction for HSWE.
- **Executive Leadership Team:** Accountable for the implementation of this policy at Scott sites and all levels of the organisation.
- **Group H&S Manager / HSWE Team:** Lead system development, technical advice, performance monitoring, audits, and reporting.
- **Site / Operations Managers:** Implement the policy at site level, ensure compliance, oversee risk controls and emergency preparedness.
- **Supervisors & Team Leaders:** Lead safe work execution, supervise competency, coach and enforce safe behaviours.
- **Workers & Contractors:** Follow safe systems of work, participate in training and engagement activities, report hazards and incidents, and contribute to continual improvement.
- **Worker Representatives / HSRs:** Represent workers' views, participate in consultation, and help verify controls.

## 7. Related Documents

- Scott Group HSWE Standards including the Risk Management Framework
- Scott Group Risk Guides for Critical Risks and other High-Risk Categories

## 8. Document History

Version	Change	Who	Date
V.6	Policy reviewed against ISO.45001 requirements and formatted onto the new company-wide corporate template	Kasia Liu / David Brown	1-Sep-2025