

## Health, Safety, Environment and Quality Policy

The health and safety of our personnel is of the highest priority and will not be compromised. Crucial to SOLAR MECHANICAL SERVICES business culture is our commitment to the safety of our employee's sub-contractors, and visitors. Our objective is a workplace free of incident or injury.

To achieve this, we must all ensure the safety of all SOLAR MECHANICAL SERVICES personnel through an absolute commitment to safe work practices and a healthy work environment.

SOLAR MECHANICAL SERVICES is determined to be the industry leader in workplace health and safety by exceeding legislative requirements, these actions will enable SOLAR MECHANICAL SERVICES to achieve the company vision of "Zero Harm".

To achieve this SOLAR MECHANICAL SERVICES shall commit to the following:

### Aims and Objectives

- Communicate the SOLAR MECHANICAL SERVICES Health, Safety, Environment and Quality (HSEQ) policy and procedures to all employees, customers, and other stakeholders as appropriate to ensure they are aware of their obligations with respect to SOLAR MECHANICAL SERVICES operations.
- Comply with all applicable health and safety laws, regulations, and statutory obligations.
- Ensure that HSEQ practices are incorporated into all aspects of our operations.
- As so far is as reasonably practicable, ensure a safe workplace for all staff, clients, and sub-contractors.
- Provide a risk management system complete with procedures that are relevant to the nature and scale of work undertaken.
- Set measurable targets to ensure continuous improvement of SOLAR MECHANICAL SERVICES HSEQ performance.
- Maintain and monitor HSEQ key performance indicators.
- Review and revise HSEQ Policy and procedures to ensure compliance.

It is the responsibility of all individuals to achieve and maintain a safe workplace.

Ensuring all employees, clients and subcontractors endorse our Zero Harm vision.

David Scarcella  
Chief Executive Officer

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