

The Mears Group PLC Integrated Safety, Health, Environmental and Quality (SHEQ) Policy Statement has been established in line with the company's vision and business strategy.

Mears Group PLC operates an integrated approach to safety, health, environmental and quality management. The purpose behind this is to utilise the skills and resources of the organisation to meet the combined requirements of our certification to ISO 9001 (Quality), ISO 14001 (Environment) and ISO 45001 (Health & Safety). The organisation is committed to comply with these standards and all current and future legislation and any other requirements.

The Group H&S Director is the senior executive with overall responsibility for the organisation's integrated management system (IMS) and for ensuring that safety, health, environment, and quality issues receive prominence at the top level of management. The Group H&S Director is supported by members of the Safety, Health, Environment and Quality (SHEQ) team. This includes the provision of information, instruction, training, and supervision.

As a service provider we pride ourselves on the quality of service we provide. We ensure both the highest standards of workmanship using only quality assured products, and that customer deadlines are met in a cost-effective manner with minimal disruption. Our prime objective is to achieve and exceed customer satisfaction by performing at or above their expectations.

Mears Group PLC recognises the potential impacts on the environment from our activities and strives to ensure we conduct all of our operations according to environmental good practice. We are committed to, reducing our carbon footprint, the prevention of pollution, the reduction of waste to landfill and protecting and improving the environment.

Mears Group PLC will continue to remind all employees of their legal responsibilities and the Company is committed to work in partnership with employees, clients, supply chain, local communities and other interested parties to eliminate hazards and reduce risks to a level as low as is reasonably practicable, by preventing injury and ill-health through effective safety, health and environmental risk management at all levels. Mears Group PLC are committed to consultation and participation of workers, and, where they exist, workers' representatives.

"Prevention is not only better, but cheaper than cure. There is no conflict or competition between Safety and Profit. On the contrary, Safety is good business."

All employees and those working on behalf of Mears Group PLC are responsible for reporting all accidents, near misses and dangerous occurrences to their managers. Employees will be encouraged to report and address any unsafe practices and / or conditions and identify areas for improvement. All accidents will be investigated in accordance with the Accident Reporting and Investigation Procedure.

Mears Group PLC are also committed to meeting the requirements defined in the Microgeneration Installation Standard MCS001 and PAS 2030 for improving the energy efficiency of existing buildings in conjunction with the Green Deal code of practice.

Mears Group PLC is committed to the philosophy of continual improvement across all activities of the business and will establish realistic and achievable SHEQ objectives that will be applied to all levels within the organisation. The company's objectives, policies and procedures will be reviewed on a regular basis and this statement will be updated annually.

This policy will be communicated to all employees and made available to all other interested parties as required.

Signed



Lucas Critchley
Chief Executive Officer

Date: 1st Jan 2025

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