



Balmoral Comtec is dedicated to technologically driven composite and polymer manufactured solutions.

The company is focused on key market differentiators that include innovation, technical expertise and manufacturing efficiency as well as offering a comprehensive product portfolio.

Leadership and commitment

We are committed to the prevention of injury and ill health, taking a proactive approach towards our social responsibilities, mitigating our impact on the environment and continuous improvement of the Company management systems and HSEQ performance.

Engagement and collaboration

We listen very carefully to our customers, colleagues and supply chain and consult regularly with our employees, ensuring their active participation on matters affecting safety and health.

We will ensure care is taken to protect the safety and health of our employees, customers, contractors and of any other persons who may be affected by our business operations, whilst minimising the impact on the environment including prevention of pollution and, reduction in our carbon emissions and waste.

This requires an active commitment by Senior Management to engage and collaborate with all stakeholders across all levels within the company.

Compliance

We are committed to ensuring our employees, contractors and suppliers comply with legal and regulatory requirements relevant to our business activities and satisfy all applicable stakeholder requirements.

The company regularly monitors, measures, evaluates, and reviews compliance to these requirements, and establish objectives and actions to address them.

Innovation and improvement

We will ensure all incidents are investigated to identify root cause and implement appropriate action to prevent reoccurrence. We continually monitor, review and audit for compliance to improve our people, processes and systems whilst actively promoting and encouraging innovation.

Risk

We are committed to eliminating hazards, so far as reasonably practicable, and reducing risks that may endanger health, safety, and the environment, or potentially affect product or service delivery. This will be achieved through formal assessment programmes to continually identify and evaluate risks and opportunities and establish objectives and actions to address them.

Training

A competent and knowledgeable workforce with a strong culture based on the company's core values is important to the safe and consistent delivery of an efficient and effective operation.

The Company is committed to staff development and training with Senior Management responsible for ensuring that appropriate training is provided, and that individuals' competencies and capabilities are continually evaluated and assessed.

To sustain the company culture of innovation and improvement whilst ensuring compliance with changing legislation, this policy shall be reviewed periodically and revised as required.

James S Milne CBE, DL, DHC, Hon DBA, Hon FRIAS
Chairman and Managing Director
Balmoral Group Holdings Ltd

BALMORAL COMTEC LTD
HSEQ POLICY
STATEMENT