

## HSEQ Policy

Ordtek Limited undertakes a range of UXO risk management related services and as a company, we are committed to providing a quality service in a manner that ensures a safe and healthy workplace and minimises our potential impact on the environment.

We are committed to operate in compliance with the requirements of ISO 9001, ISO 14001 and ISO 45001 and our responsibilities under statutory legislation in all regions that we operate, and all other relevant health, safety and environmental legislation, guidance, or industry best practice. This concept will be at the core of everything we do. We aim to reduce the risks to health, safety and welfare of employees, clients and all others who may be affected by our work activities to as low as is reasonably practicable (ALARP). This policy requires the co-operation of all personnel within all levels of the organisation.

The implementation and operation of the Business Management System has been undertaken to establish a formal mechanism for the adherence of the principles of ISO standards. This includes a corresponding need to create and review objectives to achieve set targets for continual improvement.

As a company, we will:

Provide adequate information, instruction, training, and supervision to ensure that all employees, at all levels, are competent to undertake their role safely, with consideration to environmental and quality issues.

- Ensure that the services provided by Ordtek are in complete compliance with the organisation's Integrated Business Management System, which is upgraded and improved on a continuous basis.
- Implement and maintain safe, healthy work conditions, equipment, and systems of work for all employees.
- Consult employees on matters that affect their health, safety, and welfare whilst at work.
- Undertake hazard identification, risk reduction and implementation of suitable and sufficient control measures, as well as promote safe working practices to prevent accidents and work-related ill health and pollution at our worksites.
- Reduce waste through re-use, recycling or by purchasing recycled, recyclable, or refurbished products and materials that are economical and suitable wherever possible.
- Promote efficient use of all equipment and utilities throughout the organisation.
- Where possible, purchase and use environmentally responsible products following standard procurement guidelines.
- Strive to develop and nurture long term mutually beneficial business relationships with our clients, service partners and suppliers.
- Create a work environment that encourages employees to succeed and develop.
- Drive a culture of ownership where everyone in the organisation takes responsibility for providing an optimum level of service and customer care.
- Provide efficient delivery of our customer and contractual obligations.
- Further develop our safety culture so that it becomes an integral part of our everyday operations and enables continuous improvement as the company progresses.

This policy, and the way in which it is operated, will be reviewed annually or when significant changes to working practices or legislation occur. This policy has been prepared in compliance with statutory legislation and binds all directors and employees at all levels. We request that our clients and visitors respect this policy, a copy of which can be obtained on demand.



Richard Pike  
Managing Director  
11<sup>th</sup> August 2025