# QHSE POLICY

**Our Purpose**
Senior Innovation Centre delivers products and services that meet or exceed customer, legal and stakeholder expectations while preventing injury/ill-health, protecting the environment, and enhancing sustainable performance.

**Statement of Intent**
We expect everyone working within Senior Innovation Centre to share these beliefs and take personal and collective responsibility to help fulfil our goals. We also expect our suppliers, contractors, and joint ventures to share in this commitment.

**Our Commitments**

1. **Customer Focus & Quality**
   - Consistently provide products and services that meet applicable requirements and enhance customer satisfaction.
   - Control risks and opportunities that affect conformity and on-time delivery.
   - Use evidence-based decision making to improve process capability and product/service quality.
2. **Health & Safety**
   - Provide safe and healthy working conditions to prevent work-related injury and ill-health.
   - Eliminate hazards and reduce OH&S risks using the hierarchy of controls.
   - Consult and encourage the participation of workers and their representatives in OH&S decision-making.
   - Establish a common framework for HSE underpinned by the ten mandatory Golden Rules.
3. **Environment & Sustainability**
   - Protect the environment, including preventing pollution and minimizing significant environmental impacts.
   - Use resources efficiently; reduce waste, emissions, and carbon footprint where practicable.
   - Pursue sustainable procurement and lifecycle thinking in planning and operations.
4. **Compliance & Governance**
   - Fulfil all applicable compliance obligations (legal, regulatory, customer, and other subscribed requirements).
   - Maintain and continually improve an integrated management system (IMS) that meets ISO 9001, ISO 14001 and ISO 45001.
   - Set, monitor, and review measurable QHSE objectives aligned with our strategic direction and context.
5. **People, Competence & Culture**
   - Ensure competence through training, supervision, and awareness.
   - Promote a culture of quality, safety, and environmental stewardship where everyone is empowered to stop unsafe or nonconforming work.
   - Prevent discrimination, harassment, and retaliation in raising QHSE concerns.
6. **Operational Control & Emergency Readiness**
   - Plan and control operations, contractors, and outsourced processes to manage QHSE risks.
   - Maintain emergency preparedness and response plans; test and learn through drills.
7. **Continual Improvement**
   - Improve QHSE performance through internal audits, compliance evaluations, management reviews, corrective actions, and innovation.
   - Use KPIs, leading/lagging indicators, and stakeholder feedback to drive improvement.

**Implementation & Communication**
This policy is communicated and accessible to all persons working for or on behalf of Senior Innovation Centre and is available to interested parties. It is reviewed at least annually, or when significant changes occur, to ensure continuing suitability, adequacy, and effectiveness.

**Certification:** Our QHSE is externally audited by LRQA and has been certified as meeting the requirements of ISO 9001(IATF 16949 Design & Support), ISO 14001 & ISO 45001 for the Management Systems listed within the scope of our certificate.

**ROB VAUGHAN**
**MANAGING DIRECTOR**

**11.02.2026**