

EthosEnergy Policies & Procedures

March 2018

EthosEnergy Light Turbines UK Quality, Health, Safety & Environmental Policy

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1.0 Statement of Intent

As a leading independent provider of services for turbomachinery, EthosEnergy Light Turbines Ltd delivers value-added solutions to improve the performance and reliability of turbines, high speed rotating equipment, pumps and compressors. The care for the Health and Safety of people (whether our own employees, those of customers, those of companies with which we work, or members of the public) and the care of the environment, quality of our product and service, is of the upmost importance in every aspect of our operations. All employees have the right and duty to intervene to STOP any unsafe acts or behaviours.

This is Our Safety Ethos, which shall never be compromised, and shall be managed as an integral part of our business, ensuring no conflict between the care for HSE, quality and our business objectives. The overall success of our business is dependent on the quality of our services, and the associated experiences as perceived by our customers. The direct measure of how well we are delivering on our quality commitment is the degree to which we meet our customers' requirements and exceed their expectations.

2.0 Organisational Objectives

- To pursue the goal of zero incidents by identifying potential hazards, preventing accidents and cases of work-related ill health
- To consult with our employees and those of our customers on matters affecting their Health and Safety and on Environmental and Quality aspects
- To provide and maintain a safe plant and equipment
- To ensure safe handling and use of substances, minimising discharges and waste to; strive to prevent environmental pollution
- Strive to reduce the consumption of natural resources and promote the efficient use of energy
- To provide training, information, instruction and supervision for employees ensuring they are competent to do their tasks
- To monitor safety performance and maintain safe and healthy working conditions including the provision of adequate welfare facilities
- Comply with the applicable laws and regulations on HSE in the countries we work in, and the HSE rules of our customers
- Strive to exceed the expectations of customers, and not only satisfy the requirements that are set by regulatory framework or standards
- Make commitments that we understand and believe we can meet or exceed, and to meet all commitments to customers in a timely manner
- Implement a management system of which the effectiveness and efficiency is continually assessed and improved
- Define clear tasks, authorities and responsibilities with regards to the quality of provided services, and the improvement thereof

- Measure customer satisfaction and set clear objectives for improvement
- Register complaints and take appropriate actions to resolve them in a way that is acceptable to the customer

3.0 Organisational Responsibilities

In the responsibility of all Management:

- To provide visible leadership in the implementation of QHSE management and maintain the principles incorporated within the relevant legislation to ensure a safe, healthy working environment
- By consultation and joint involvement of management and employees, to enlist the active interest, participation and support of employees in promoting excellent business standards in Quality, Health, Safety and Environment

It is the responsibility of every Employee:

- To take all reasonable care for the health and safety of themselves and of fellow employees and to report any hazard which cannot be controlled personally
- To co-operate with the organisation by observing safety rules and complying with any measures designed to ensure a Safe and Healthy working environment, providing the highest level of quality in everything we do
- Not to interfere with, misuse or wilfully damage anything provided in the interest of Health and Safety, Environmental protection or quality control

It is the responsibility of the QHSE department:

- To maintain a continuous and critical scrutiny of working conditions throughout the workplace, reviewing Safety and Environmental performance, promote safer working and in the highest level of business Quality

It is the responsibility of the Managing Director:

- To accept full responsibility for Quality, Health, Safety and Environmental arrangements within the organisation as a whole. All managers and employees are expected to support and implement this policy wholehearted.

4.0 Arrangements for Control

In implementing this policy, it is important that we not only comply with current legislation but with all appropriate standards, laws and regulations, and that we also promote the adoption and monitoring of best work practices and measures.

To ensure this policy is effective we will:

- Review it annually, or following significant changes in our business
- Ensure any such changes are known to employees
- Maintain both the QHSE Manual and all associated procedures established by the organisation
- Take responsibility and accountability for all Quality, Health, Safety and Environmental matters throughout EthosEnergy Light Turbines Ltd and detail the specific policies, procedures and practices that are expected of everyone to adopt.

This policy statement is available to all interested parties.



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