

INTEGRATED MANAGEMENT POLICY

It is the Policy of Simarco to comply with all legal and other requirements applicable to our activities and to provide the highest level of occupational health and safety, quality assurance and care to our customers and employees and to the environment in which we operate. We have developed an Integrated Quality and Environmental Management System that meets the requirements of ISO9001:2015 and ISO14001:2015.

We have assessed and evaluated the environmental impact arising out of our operations to protect the environment. We will provide the necessary resources to ensure controls are maintained to eliminate all unplanned events and prevent pollution. To achieve this a programme of management improvement plans has been developed that ensures continual improvement of the managements system and the Company's performance by: -

- Reducing waste within the business.
- Conserving energy.
- Reducing CO2 emissions.

To achieve this, we will: -

- Fully assess all our operations and determine controls necessary to reduce risk.
- Ensure employees are properly trained.
- Ensure equipment and buildings are adequately serviced and maintained.
- Consider planned and new developments in our processes, products and services that may affect the environment or the risk to individuals.
- Meet our compliance obligations.
- Measure our performance against set targets.
- Consult and communicate the results to all interested parties including customers and subcontractors.

These plans include objectives and targets that are appropriate to the nature, scale and impacts of our activities, products and services.

Training and employee involvement

Simarco has established a training programme that will educate and motivate employees on their quality, environment and safety responsibilities.

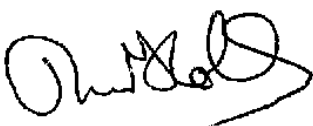
The management team is committed to the effective implementation of this Policy Statement. It is also the duty of every employee to ensure customer satisfaction and environmental welfare in equal measure and report any issues which contravene this policy.

Communication of policy

This Policy Statement is communicated to all employees, customers, and those working on our behalf and is publicly available on request.

Policy review

This Policy Statement and all relevant quality and environmental documentation will be reviewed at least annually in line with changes in the scale and nature of our business.

A handwritten signature in black ink, appearing to read 'Trevor Scott', is written over a horizontal line.

Trevor Scott
Managing Director

Dated: January 2024