

Glenman Corporation Ltd are committed to the highest standards of Environmental, Health and Safety (EHS) performance across our operations. EHS is a core business value and we are committed to providing a safe and healthy work place and to minimise harm to the environment as a prerequisite to our operations. To this end we are committed to continuous improvement in our EHS performance.

Glenman will, as a minimum, comply with all relevant health, safety and environmental legislation and other requirements to which we subscribe.

Glenman are committed to the prevention of injury and ill health by integrating a positive EHS culture into every aspect of the organisation. To ensure that company policy is implemented and that all operations are performed in a safe manner, we will identify all risks associated with our operations and shall carry out risk assessments resulting in the identification of hazards which will lead to their elimination or control yielding a safer working environment. We ask all employees and subcontractors to accept individual responsibility for their own safety; to perform their jobs in accordance with established safe working procedures and general safety rules; and to ensure they comply with the company risk assessments.

Glenman are committed to the prevention of pollution and the minimization of our impact on the environment. We are also committed to reducing, re-using, re-cycling in accordance with our waste management policy. We are committed to identify (where possible) environmentally sustainable products, material substitutes or alternatives for our operations. We will achieve our aims and ensure continual improvement through the combined efforts of management and staff from the planning stage through to the completion stage of our projects.

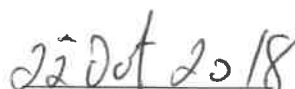
Glenman will provide all employees and subcontractors with the necessary information, instruction and supervision as required to ensure compliance with all EHS practices and procedures. We will foster and develop EHS awareness amongst all staff and subcontractors. We will encourage full and effective consultation between employee and management on all aspects of Environmental, Health & Safety management.

To ensure the execution of this policy, an Environmental Management System and a Health and Safety Management System have been established that complies with the international standard ISO 14001:2015 and OHSAS 18001:2007. This will ensure that management objectives and targets are established and reviewed on regular basis.

The allocation of duties for EHS matters and particular arrangements to implement the policy are set out in the company Safety Statement, the Environmental Manual and the Health & Safety Manual.

This policy is available at all company work locations for consultation and review by all employees and subcontractors. It is also available to the public on our website and is on display in our main office. The policy will be kept up to date and amended as necessary to meet changes in the nature and size of the business.

Everyone in Glenman has individual authority, responsibility, accountability and an obligation to actively participate in promoting an effective EHS culture within the company. I ask for your personal commitment to our EHS Management System.


Albert Conneally
Managing Director

Date