



SHEQ Policy Statement

The HBC board of directors are committed to the delivery of all services through responsible management, at all levels of its business, and the continual improvement of its performance in line with the compliance obligations as determined and defined by the scope of the organisation.

The Company's Management System has been documented to comply with ISO 14001:2015, ISO 9001:2015 and ISO 45001:2018 standards, to ensure that HBC delivers the recognised standard of safety, health, environmental and quality management with a commitment to its customers to provide:

- Proactive healthy and safe working practices
- Considerate environmental management and control
- Appropriately experienced, trained and competent staff
- Committed, trained and competent operatives, sub-contractors, suppliers and consultants

Procedures and detailed Company Arrangement documents describe the management processes to be applied on each project, and in the provision of services to those projects, to control all operations that affect safety, health, environmental impact and quality in the delivery of the Company's commitment to:

- provide a safe and healthy working environment for all persons involved and affected by the delivery of our projects, eliminate hazards where possible and reduce occupational health and safety risks
- consult with and provide mechanisms to seek worker involvement before making key occupational health and safety decisions
- minimise environmental impact, setting targets to enhance environmental performance
- work in accordance with applicable safety, health and environmental legislation and regulation and other requirements of interested parties
- continual review and improvement of safety, health, environmental and quality performance through setting and reviewing of effective objectives

To help us deliver our management objectives in accordance with the HBC Company Management System, we require the full co-operation and support of our supply chain. The company is committed to consulting, communicating and implementing these arrangements with strategic targets set to ensure continuous improvement for the longer-term sustainability of the business.

A handwritten signature in black ink, appearing to read 'Lee Powell', written in a cursive style.

Lee Powell
Managing Director

05 January 2026