



HEALTH, SAFETY & ENVIRONMENT POLICY

PROTECTING PEOPLE. PROTECTING THE ENVIRONMENT. WORKING SAFELY TOGETHER.

Nothing is more important than the health, safety and wellbeing of our people and those who work with us.

At Unique Group we believe that every incident is preventable. Safe operations, environmental stewardship and responsible leadership are fundamental to how we conduct business and deliver engineering and technology solutions around the world.

POLICY STATEMENT

Unique Group is committed to establishing, implementing, maintaining and continually improving an integrated Health, Safety and Environmental Management System aligned with ISO 45001 and ISO 14001.

We apply risk-based thinking to identify hazards, eliminate risks where reasonably practicable, prevent work-related injury and ill health, protect the environment and continually improve our HSE performance.

HSE is everyone's responsibility, and everyone has the right to speak out or stop any work, without fear of retribution, if they believe any conditions to be unsafe. See it, Own it, Stop it.

OUR HSE COMMITMENTS

01 Leadership & Accountability

Demonstrate visible leadership and ensure HSE is embedded into planning, operational control and decision-making at every level of the organisation.

03 Risk Management

Identify hazards, assess and control risks, apply appropriate safeguards and continually improve operational risk management.

05 Competence & Participation

Develop competent people through training, consultation and engagement, encouraging everyone to contribute to improving HSE performance and openly report concerns and near misses.

02 Safe & Healthy Workplace

Provide safe working conditions, prevent injuries and occupational illness, and promote the physical and mental wellbeing of our people.

04 Environmental Stewardship

Prevent pollution, minimise waste, improve resource efficiency and reduce the environmental impact of our operations while supporting sustainable business practices.

06 Assurance & Continuous Improvement

Monitor HSE performance, investigate incidents, implement corrective actions, share lessons learned and continually strengthen our management systems.

OUR COMMITMENT

Everyone has the right to return home safely every day. We will protect our people, safeguard the environment and continually improve the way we work.

SCOPE & REVIEW

This policy shall be read in conjunction with the QA Policy, applies to Unique Group, its subsidiaries and affiliates, and to all employees, contractors, visitors and persons working under our control.

We will comply with all applicable legal and regulatory requirements and maintain management systems that ensure continual improvement in health, safety and environmental performance.

This policy will be communicated throughout the organisation and reviewed periodically to ensure its continued suitability and effectiveness.

APPROVED BY

Giovanni Corbetta
Chief Executive Officer
Unique Group
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