



## JBS Quality, Environmental, Health & Safety and Information Security (QEHS and IS) Policy

JBS Group is committed to managing our Quality, Environmental, Health & Safety and Information Security Management System as an integral part of our business. In particular, it is our policy to assure the QEHSIS integrity of our processes and facilities at all times.

- **Compliance**

JBS Group will comply with applicable regulations. JBS will implement processes to assure compliance and service. Compliance is a key factor in the training, and performance of employees.

JBS will **supply only safety equipment (PPE/Workwear) that fully complies with the Standards and regulations relating to those products.** Where appropriate, JBS Group will maintain up-to-date technical files to ensure that regulatory compliance information can be supplied upon request. Where products are sourced from external organisations which hold technical files relating to the products being offered, JBS Group will request confirmation that these files are current, complete, contain appropriate Conformity Assessment information and, where relevant, regulatory compliance certificates. We will take the necessary steps to confirm the validity of the compliance documentation held by that external supplier in respect of the products being sourced.

- **Risk Reduction, Prevention and Resource Management**

JBS Group will seek opportunities, beyond compliance requirements, for reducing risk to the environment. We will implement processes to comply with **ISO 9001:2015** (quality), **ISO 14001:2015** (Environmental), **ISO 45001:2018** (Health & safety) standards.

JBS Group will set up management systems and procedures designed to prevent conditions that pose a threat to the environment, including CO<sub>2</sub>e emissions. We will endeavour to eliminate health and safety hazards and reduce risks. We will protect employees from injury and ill health; we will ensure that the areas in which we operate are clean, with safe working conditions and technology; we will be prepared for emergencies. JBS Group is committed to satisfying client needs by offering a high-quality service, at all times. We will strive to minimise releases to air, land, or water through our processes and control of waste. JBS Group aims to achieve our Quality, Environmental, Health & Safety and Information Security key performance indicators (KPIs) as outlined by Management.

- **Objectives & Targets**

JBS will set annual Management Objectives & Targets for our management systems, and operation of the business. JBS will work to maintain and improve our ratings with relevant entities such as **Carbon Disclosure Project CDP** (environment) **EcoVadis** Gold (environment & ethics), **Cyber Essentials** (IS), **Sedex** (ethical supply chain management).

- **Communication**

JBS Group will communicate its commitment to Quality, Environmental, Health & Safety and Information Security Management Systems to employees, clients and the general community, through dialogue, and will consult with employees where appropriate.

- **Continuous Improvement**

JBS Group will measure progress on an annual basis. We will seek opportunities to improve our commitment to employees, customers, the environment, the general public, and the security of our information.

Signed \_\_\_\_\_

GRATTAN BOYLAN, JBS Group Chair, Updated Feb 2024

JBS Group consists of (and this document applies to): James Boylan Safety Ltd, James Boylan safety (Ni) Ltd, Anderco Safety (Irl) Ltd., Anderco Safety (UK) Ltd. and Romar Innovate Ltd