



POL-003 Rev 7

Bridmet Ltd. Integrated QHSE Policy

1. Policy Statement

At Bridmet Ltd., we are dedicated to achieving excellence in Quality, Health & Safety, and Environmental (QHSE) management. We recognize the importance of integrating QHSE considerations into our business operations to ensure the satisfaction of our customers, the safety and well-being of our employees and stakeholders, and the protection of the environment. This policy reflects our commitment to complying with the requirements of ISO 9001, ISO 45001, and ISO 14001 standards.

2. Objectives

To provide high-quality products and services that consistently meet or exceed customer expectations.

To maintain a safe and healthy working environment for all employees and stakeholders.

To minimize our environmental impact through sustainable practices.

To comply with all relevant QHSE legislation, regulations, and standards.

To foster a culture of continuous improvement in QHSE performance.

3. Responsibilities

Management Responsibilities:

Demonstrate leadership and commitment to QHSE.

Ensure the implementation, maintenance, and continuous improvement of the integrated QHSE management system.

Provide the necessary resources to achieve QHSE objectives.

Ensure compliance with relevant QHSE legislation and standards.

Regularly review QHSE performance and implement improvements.

Employee Responsibilities:

Take responsibility for the quality of their work, their health and safety, and their environmental impact.

Comply with Bridmet Ltd.'s QHSE policies and procedures.

Report any hazards, unsafe practices, or incidents to their immediate supervisor.

Participate in QHSE training and initiatives.

4. QHSE Arrangements

Quality Management:

Maintain a Quality Management System (QMS) in compliance with ISO 9001.



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Conduct regular quality audits and reviews to ensure compliance and identify opportunities for improvement.

Engage with customers to understand and meet their requirements.

Health & Safety Management:

Maintain a Health & Safety Management System (HSMS) in compliance with ISO 45001.

Conduct regular risk assessments and implement control measures to mitigate risks.

Provide health and safety training to ensure competence and awareness.

Environmental Management:

Maintain an Environmental Management System (EMS) in compliance with ISO 14001.

Identify and manage environmental aspects and impacts.

Promote resource efficiency, waste reduction, pollution prevention, biodiversity & climate change mitigation.

Risk Management:

Conduct integrated risk assessments covering quality, health & safety, and environmental aspects.

Implement controls to mitigate identified risks.

Review and update risk assessments periodically and after significant changes.

Training and Competence:

Provide comprehensive QHSE training to all employees.

Ensure employees are competent to perform their tasks safely and to the required quality standards.

Maintain and update training records.

Emergency Preparedness:

Develop and maintain integrated emergency response plans.

Conduct regular emergency drills and training.

Ensure all employees are aware of emergency procedures.

Communication and Consultation:

Promote open communication regarding QHSE matters.

Consult with employees and stakeholders on QHSE issues.

Provide regular QHSE information and updates.

Monitoring and Review:

Monitor QHSE performance through regular inspections, audits, and reviews.



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Investigate accidents, incidents, and non-conformities to identify root causes and prevent recurrence.

Review and update the integrated QHSE policy annually or as necessary.

5. Implementation

The implementation of this integrated QHSE policy is the responsibility of all Bridmet Ltd. employees. Managers at all levels are responsible for ensuring that QHSE considerations are integrated into their decision-making processes and day-to-day operations.

6. Commitment

Bridmet Ltd. is committed to achieving excellence in Quality, Health & Safety, and Environmental performance. We will continually strive to improve our QHSE performance through effective management, employee involvement, and a proactive approach to risk management.

Signed:

A handwritten signature in black ink, appearing to read 'Simon Pearson'.

Simon Pearson, Managing Director

17, February 2026