

# Business Management Statement



[Incorporating HSEQ Policy Statements]

It is the policy of Castle Group Scotland Ltd to achieve the greatest attainable level of customer satisfaction while ensuring that the very highest standards of Health and Safety and Environmental Management are maintained.

To this end, I commit Castle Group Scotland Ltd to:

1. Prevent workplace injury and ill health to our employees and all those affected by our activities through the effective identification, assessment, and mitigation of hazards.
2. Prevent pollution through the implementation of effective management controls.
3. Minimise our carbon footprint through the establishment of programmes to reduce water, energy consumption and waste.
4. Meet our compliance obligations including all Health and Safety and Environmental legislation as minimum standards.
5. The ongoing development of our Management System to continually improve our performance in the fields of Health and Safety, Environmental and Quality through setting HSEQ objectives and improvement targets and to regularly monitor progress towards meeting these targets. To commit to consultation and participation of workers and, where they exist, worker's representatives.
6. Ensure our staff are fully competent to carry out their duties safely, effectively and in the most environmentally, health and safety considerate manner.

To facilitate meeting these commitments Castle Group Scotland Ltd has developed the Business Management System to be certified to international standards ISO9001, ISO14001 and ISO45001.

This statement will be reviewed annually to ensure it continues to meet the needs of the business, our customers and stakeholders.

Signature:

Alan Ford, Director

Review Date: 9 February 2026

Next Review Date: February 2027