



HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY POLICY

This policy lays the foundations for setting and developing health, safety, environmental and quality objectives and for regularly monitoring progress to ensure continual improvement. It supports the strategic direction of Axil to deliver an excellent quality of services to our customers. One of our commitments is to provide a healthy and safe working environment for the prevention of work-related injury and ill-health for all our employees, customers, and others who may be affected by our activities, whilst reducing our impacts on the environment.

The Policy, which is managed and regularly reviewed by the Director EQHS, demonstrates the commitment of all management and is cascaded to every employee through Directors and Managers. The policy is made available to all interested parties including employees and contractors and is published on noticeboards and on our website.

Every employee is responsible for their own health and safety and that of others who may be impacted by their work, and all employees without exception are required to comply with all applicable legal and other requirements as a minimum.

By: (a) satisfying all legal and other compliance obligations as a minimum; (b) continually improving the management system; (c) ensuring our employees are trained and competent; and (d) through following the key principles outlined below, we aim to achieve our health, safety, quality, and environmental commitments:

Health and Safety

- We recognise that our activities could present health and safety risks to, or result in injuries to or ill health of, our employees or other interested parties. We will ensure these risks are controlled or prevented by following the hierarchy of controls & providing the required information, instruction, training, supervision and other relevant health and safety information.
- Employees must NOT perform tasks if they have not been adequately trained
- Ensuring all accidents, incidents and significant near misses are investigated to ensure corrective actions are implemented and lessons are learned
- As our employees are our greatest asset, their health and safety is a top priority for Axil, and we will ensure all necessary safety and protective equipment is provided free of charge to assist in safeguarding this asset
- We will fulfill our obligations to consult with employees on matters affecting their health and safety, providing advice and supervision on occupational health
- Ensuring effective emergency response procedures for potential incidents e.g. fire, spillages, vehicle impacts, and uncontrolled emissions are maintained and embedded, and employees are appropriately trained
- Empowering all employees to stop any activity that they or another person are performing which they consider could be a threat to health, safety or the environment

Environmental

- Ensuring the impact of our aspects on the environment (air, land, water) is minimised and reviewed at regular intervals to ensure controls are effectively implemented
- Ensuring that our activities meet as a minimum, or exceed, that stipulated in environmental legislation
- Applying the waste hierarchy principles to ensure waste is re-used or recycled where possible
- Implementing measures to reduce energy consumption to achieve continual improvement where practicable
- Providing suitable environmental training for appropriate personnel and promoting the general environmental awareness of all staff

Quality

- Ensuring we understand the needs and expectations of our customers and other interested parties and goals, embracing them and delivering to their expectations
- Ensuring our employees provide the highest quality of service to meet customer satisfaction and periodically reviewing this with management
- Encouraging our employees to take ownership of their work and ensuring they understand the potential consequences of service failure
- Training our employees to be competent to carry out assigned tasks to the required standard

Edward Pigg
Chief Executive
Officer
7 April 2026