

Safety, Health & Environmental (SHE) Policy

Rev. 2

10/04/2026

Safety, Health & Environmental (SHE) Policy

Introduction

AIS Group Companies Limited ("AIS") Design, Project Manage, Refurbish, Fit Out, Maintain and Provide Facilities Management for existing premises. Our aim is to maintain a safe, healthy, and environmentally responsible work environment.

This Safety, Health & Environmental Policy demonstrates our commitment to safeguarding the health, safety and wellbeing of employees, contractors, and others affected by our activities. It also outlines our approach to managing environmental impacts related to our operations, with a focus on reducing pollution and waste.

This policy is applicable to both the AIS head offices and on construction sites.

All Directors, managers and supervisors have the responsibility for implementing this Safety, Health and Environmental Policy within their respective businesses and teams. All Employees and Supply Chain are required to cooperate in preventing harm to themselves, others, and the environment.

Our Health & Safety Commitment

AIS are committed to safeguarding the health, safety and welfare of all its employees while at work, and to provide, so far as is reasonably practicable, working environments which are safe and without risks to health.

This commitment extends to visitors, business partners, associates, supply chain and all those who may be affected by the company's activities.

AIS will:

- Maintain total commitment to Safety, Health, and Welfare through Board Level Sponsorship through directors and senior managers: We will review, discuss, H&S Issues at Monthly Board Meetings and allocate a Board Director responsible for H&S to each Project.
- Create safe working environments, systems & processes on each project, irrespective of size or composition.
- Supply all projects with adequate and suitable resources and expertise.
- Eliminate foreseeable hazards so far as is reasonably practicable and implement appropriate control measures to reduce the risk to safety and health.

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- Provide information, instruction, training, and supervision to all employees.
- Consult with our employees and supply chain to enable all viewpoints to be discussed and represented and to obtain their participation in H&S matters
- Promptly investigate accidents, incidents and near misses.
- Prevent injury and ill health by complying with applicable legal requirements, best practice and other requirements relating to occupational health and safety.
- Measure, monitor and revise our health and safety arrangements to continually improve health and safety within our organisation.
- Promote mental health and wellbeing awareness amongst all staff and site operatives. Commit to providing the necessary training and awareness to support our employees and the employees of subcontractors.

Pursuit of our objectives is achieved through the framework set by the company's Health & Safety Management System, which complies to ISO 45001:2018. We ensure that Health & Safety issues are considered as the highest business priorities, and we are committed to continual improvement of the

Our Environmental Commitment

We recognise our responsibility and obligations to protecting the environment and preventing pollution. We are committed to minimising our environmental impact and ensuring sustainable business practices to reduce the impact of our company's activities to the environment.

AIS Will:

Ensure that we conduct our operations in full compliance with applicable legal requirements and with other requirements to which we subscribe.

Endeavour to reduce, reuse and recycle materials whenever possible.

Reduce our environmental impact from company activities to the surrounding areas.

Review, monitor and discuss environmental issues at board level.

Audit the environmental procedures on every project.

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Consider the environmental impact of waste at the core of every project by:

- Measuring and recording recycled waste
- Performing predicted versus actual waste comparisons.
- Feedback recycled waste performance to staff as a means of education.

Objectives are set and reviewed through the framework of the Company's Environmental System, which complies with ISO 14001:2015. The Board will review this policy annually to ensure that it remains relevant and appropriate to our operations. We ensure that environmental issues rank amongst the highest business priorities. We are committed to continual improvement of the Environmental Management System to enhance environmental performance.

Summary

All AIS personnel have the responsibility for implementing this Safety, Health, & Environmental Policy within their respective businesses and teams. All employees and supply chain personnel are required to cooperate in preventing harm to themselves, others, and the environment.

Supply chain partners are required to ensure all their operatives are competent based on experience and qualification. Also to minimise their impact on the safety, health and wellbeing of themselves and others, and to the environment. AIS requires all supply chain to be competent and present competency based on experience and qualifications before works are permitted on our sites.



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10/04/2026



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