

# ENERMECH SUSTAINABILITY POLICY

At EnerMech, the long-term health, safety and development of our people, our customers, our partners and our communities is paramount. Running a safe, profitable and socially responsible business that is collaborative, drives innovation, enhances wellbeing and contributes positively to the environments in which we operate is non-negotiable. Every employee has a part to play in making sustainable development central to our business. This sustainable approach underpins and supports all core operations and means we focus on the long term, act responsibly and to the highest standards, manage risks effectively, work collaboratively, and minimise our impact on the environment.

## Our People

We value a culture of inclusion and are committed to ensuring the long-term development, health and wellbeing of our people through:

- Offering career development, opportunities and training to support diversity, engagement and competence, with a focus on building our business for the future
- Minimising risk in the workplace through performance of best practice at all times with a focus on Perfect Days
- Continuously developing our processes and procedures to ensure the long-term health, safety and mental wellbeing of our employees

## Our Communities

We are committed to being a good neighbour and making a positive contribution to the communities in which we work by:

- Investing in our local presence, offering long term employment, training and development opportunities and stimulating economic activity, utilising local people and supporting the local supply chain where possible
- Encouraging engagement with our local communities and supporting appropriate community projects and charities that align within our Corporate Social Responsibility policy; focusing on education, skills development, employment, community support, health, the environment and safety

## Our Business

We operate with sound governance and ethical and responsible business practices and:

- Encourage a culture of openness and transparency, driving a culture of collaborative working with our customers, partners and suppliers and building long term, sustainable relationships
- Support innovative development of the services we provide, embracing technology and digitisation whilst focussing on sustainable profitability and ensuring we meet all ethical, legal and contractual obligations
- Actively encourage ideas and innovation, internally, and with our supply chain, that can create sustainable profit and long-term value for our key stakeholders



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### The Environment

We commit to supporting the global community in addressing climate risk by:

- Working with our customers and suppliers to support the transition to a carbon free economy, using resources appropriately and sustainably and, where possible, substituting methods and materials to extend useful life and minimise any impact on the environment
- Promoting a culture of minimising waste, reuse of materials, recycling and sustainable and responsible energy consumption in order to support the circular economy

### Governance

This policy is made on behalf of EnerMech in line with its Integrated Management System and is implemented across all of our operations through processes, procedures and guidance.

Christian Brown  
CEO