

## Safety, Health, Environmental and Quality Policy Statement



Hayley Group Ltd (and its associated companies; Advanced Maintenance Supplies, Bearing Man Limited and Mercury Bearings) is an equal opportunity employer that is committed to the pursuit of customer satisfaction by continuously improving its business performances. The organisation is committed to the prevention of pollution and the protection of the Environment. It places the environment, safety and well-being of its employees, customers, suppliers, visitors and the wider community as a fundamental and integral part of its business strategy.

It pursues quality, safe and environmentally friendly working practices, seeks to minimise risks and is committed to responsible energy management, and the principals involved. Employees are empowered to challenge and communicate any unsafe acts or conditions.

With continuous improvement at the heart of its activities, it reviews and reports on its policies on an annual basis, revalidating if necessary.

It is the policy of the organisation to:

1. Provide a safe and healthy working environment and commit to eliminate all hazards, where possible and reducing risk to acceptable levels, for employees of, and all visitors to, the organisation, to prevent any harm to the health and safety of the general public or to the environment as a result of our activities including Occupational Road Risk and to protect its property from damage or loss due to accidents or other causes.
2. Ensure that employees, suppliers and contractors are aware of their environmental, quality and health and safety responsibilities in terms of conduct on site and hazards associated with materials supplied and work activities, ensuring they are committed to quality, environmental and health and safety improvement within their organisation.
3. Where possible, pursue best practice techniques, but at least to comply with current applicable Environmental, Quality and Occupational Health and Safety Legislation and other requirements to which the organisation subscribes. To ensure these requirements are met Hayley Group Ltd will:
  - ensure a safe place of work and safe access and egress.
  - provide and maintain safe plant, equipment.
  - consult and communicate effectively with customers, suppliers, visitors and neighbours on matters affecting quality, occupational health, safety and environmental issues.
  - provide information, instruction, training and supervision for employees for the implementation and on-going operation of our environmental, occupational health, safety and quality systems. ensure the safe handling, use, storage and transport of articles and substances
  - supply products that fully complies with the standards, regulations and claims made to the products. Where appropriate, Hayley Group Ltd will maintain up to date technical files and associated documentation to ensure that regulatory compliance information can be supplied upon request. Where products are sourced from external organisations which hold technical files relating to the products being offered, we will request confirmation that these files are current, complete, contain appropriate conformity assessment information and where relevant, regulatory compliance certificates and will take all necessary steps to confirm the validity of the compliance documentation held by that external supplier in respect of the products being sourced.
4. Continually improve the performance of the organisation, setting and monitoring specific objectives relating to Environmental, Occupational Health, Safety and Quality issues to achieve this. These objectives will be set and reviewed at regular intervals. Hayley Group Limited builds a proactive HSE culture by providing education and training to employees to empower them with the right skills, tools and behaviours to manage HSE risks. Employees' active participation and involvement in training are indispensable.
5. Optimising the use of resources and energy by encouraging efficient reduction methods consistent with best practice, re-using or re-cycling material wherever practicable and handling and disposing of all waste generated, responsibly and correctly.
6. Ensure that adequate resources will be provided to ensure effective implementation of this Policy.

Signed Ben Noakes Joint Managing Director Date 23 / 01 / 2026

Signed Gary Quinlan Joint Managing Director Date 20 / 01 / 2026