



## Quality, Environmental and Health & Safety Policy

Kind & Co is committed to provide its products and services, which consistently meet our clients' specifications and requirements. We recognize our legal and ethical responsibilities regarding Quality, Environmental, Health and Safety issues and their importance for the well-being of its stakeholders and shareholders.

Kind & Co is committed to providing and promoting its' clients with products and services that are based upon excellence and unrivalled by others through the continued compliance to the company's integrated management system.

Senior Management are committed to the development, enhancement and promotion of continuous improvements throughout all its Quality, Environmental, Health and Safety activities and reducing any direct or indirect impact and/or potential risks on the environment (including prevention of pollution), enhancing and protecting the Health, safety and Welfare of its stakeholders, customers and the local communities, in which it operates.

Kind & Co will achieve this by;

- Maintaining our management systems and certifications to ISO 9001:2015, ISO 14001: 2015 and ISO 45001 (when effective).
- Providing employees with all necessary training, information and equipment thus ensuring individuals are involved and empowered to fulfill their duties in a competent and professional manner.
- Provide both adequate and competent resources to ensure that its activities are controlled and completed in accordance with its legal obligations, customer expectations and Quality, Environmental, Health and Safety Management System requirements and policy.
- Identifying their customer and client's needs to ensure that their expectations are not just fully maintained but exceeded.
- Providing workplaces in which both employees and visitors exposure to any potential harm and/or risks (including occupational health risks) are identified, properly assessed, controlled and communicated.
- Comply with the requirements of the Quality, Environmental, Health and Safety Management System as well as continually improving its effectiveness and efficiency by the periodic review of our systems by Senior Management.
- Establish and communicate all appropriate and meaningful Quality, Environmental, Health and Safety targets and objectives to all stakeholders and where relevant, other interested parties and members of the local community.
- Identify and implement measures which are intended to reduce any impact, aspect, risk and waste in relation to its Quality, Environmental, Health and Safety Management System.
- To encourage and promote a working environment which is embedded with mutual understanding, dignity, respect, co-operation and a willingness to "do the best we can".
- All stakeholders, Management and personnel are jointly responsible for the successful implementation and continued compliance to all aspects of the company's Quality, Environmental, Health and Safety Management Systems, Policy, Objectives and Performance targets.

A handwritten signature in black ink, appearing to read "Anthony Battle".

**Tony Battle**  
Joint Managing Director

A handwritten signature in black ink, appearing to read "Bill Bassenger".

**Bill Bassenger**  
Joint Managing Director