QHSE Integrated Management System Policy Statement

QHSE-0001 | REVISION 4

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Purpose

Ideagen is committed to continually improving quality, occupational health and safety and environmental performance while consistently meeting our customer's requirements as well as any applicable legal requirements.

- At Ideagen, we align processes to achieve compliance with these commitments by implementing and maintaining an Integrated Management System ("IMS"), forming an integral part of the company's business strategy, which is designed to meet the requirements of ISO 9001, ISO 14001, ISO 45001 and working towards ISO 42001. Also ATEX products to comply with the ATEX / IECEX Certification BS EN ISO/IEC 80079-34:2020.

Ideagen is committed to proactively:

Ensuring we maintain compliance with all applicable statutory and regulatory requirements, through a programme of continual improvement.

Setting quality, health & safety and environmental IMS objectives and targets that are monitored regularly to assess improvements in:

- Quality performance
- Safety performance & prevention of work-related injury and ill-health
- Environmental performance, pollution prevention, ecosystems protection & sustainable growth
- Hazards elimination, reduction of risk and consideration of opportunities.

Ensuring the health, safety and welfare of our employees, customers and any other persons that could potentially be harmed by our business activities, products and operations.

Assessing the risks associated with our work activities and implementing control measures to ensure, so far as is reasonably practicable:

- The needs and expectations of our customers and other interested parties are met
- Activities are managed in line with best practice to reduce the impact to our environment
- Working environments, work equipment and work systems are safe and without risk to health, safety or the environment
- Adequate information, instruction, training and supervision are provided to ensure that target service levels and contractual needs are met whilst ensuring the safety of employees, customers and others.
- Ensure that any health and safety equipment and services supplied to customers fully comply with relevant standards and regulations.

Consulting with our employees on matters affecting their occupational health, health & safety and the environment, to prioritise and co-ordinate the implementation of significant recommendations arising from safety monitoring.

Employee consultation and risk assessment will be used to ensure continual improvement in occupational health, safety and environmental performance.

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Raising the awareness of all our employees in order that the benefits of meeting IMS objectives are understood.

Ensuring all employees are made aware of and understand the IMS policy, procedures and supporting documentation, through training and provision of information.

The internal audit programme and management reviews, are conducted at defined interval to monitor compliance and to continually improve the management system, working practices and service delivery to our customers.

This policy is available to all interested parties and is reviewed periodically to take account of applicable local, statutory, regulatory and customer requirements and any changes in work activity.

Artificial Intelligence Management

Where Ideagen develops, provides or uses artificial intelligence (AI) systems as part of its products, services or operations, we extend our IMS commitments to the responsible governance of AI, designed to meet the requirements of ISO 42001.

In line with our organisational context and strategic direction, Ideagen is committed to:

- Establishing AI objectives that support our wider business strategy and are consistent with the commitments set out in this policy
- Meeting all applicable legal, regulatory, ethical and contractual requirements relevant to the AI systems we develop, provide or use
- Identifying and assessing the risks and impacts our AI systems may pose to individuals, groups and society, and taking a proportionate, risk-based approach to their design, development, deployment and ongoing use
- Promoting the responsible, transparent and accountable use of AI throughout its lifecycle, from design through to retirement
- Continually improving our AI management system through regular monitoring, internal audit and management review
- Ensuring employees involved in the development or use of AI systems have the awareness, competence and information needed to meet these commitments
- See LEGAL-00009 AI policy for more details.

This policy is communicated to all employees, contractors and agents, and is available to interested parties on request.

Policy Compliance

Compliance with this policy is mandatory for all Ideagen employees, contractors, and agents. Suspected non-compliance with this policy must be reported immediately. Non-compliance with the policies may lead to disciplinary action. Where such non-compliance may constitute criminal activities Ideagen reserves the right, at its discretion, to report the matter to the relevant authority.

Review and Revision

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This policy shall be reviewed and updated regularly by the policy owner at least once a year. Any revisions which include material changes will need to be signed off by the Risk & Security Working Group prior to being published. It may be subject to review by an auditor external to Ideagen if required to ensure that it remains appropriate in the light of any relevant changes to the law, organizational policies or contractual obligations.

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