Cullum Integrated Management System Policy Cullum is committed to maintain an Integrated Management System (IMS) that complies with BS EN ISO 9001:2015, BS EN ISO 14001:2015, BS EN 45001:2018, appropriate to the purpose and context of the organisation to support its strategic direction. This includes the nature, scale and environmental impact of its activities, products, and services, along with any identified specific risks and opportunities.

The IMS is designed to achieve the requirements of these standards along with the business values and applicable requirements, statutory and customer, by providing the framework for setting QHSE objectives for the business, which complement the business strategy and mission.

The development and sustainability of a Health and Safety culture is a prime commitment of the organisation and is everyone's responsibility to ensure safe and healthy work conditions for the prevention of work-related injury and ill health.

The Integrated Management System will support the continuing prosperity of the company by ensuring that the products and services we provide consistently meet our customer's expectations.

These objectives are achieved by the continual commitment of Cullum and its employees to:

• Comply with all relevant legal requirements, legislation, and any other requirements to fulfil its compliance obligations.

• Protect the environment and to act to ensure our activities prevent pollution and any other specific commitments relevant to the context of the organisation.

• Define, review and either, eliminate or mitigate, actual and potential, risks and impacts that the organisation may have on the environment or the health & safety of those that may be affected by our activities, products, and services.

• Provide a workplace that is safe, without risk to the health and wellbeing of all employees, visitors, contractors and others who may be affected by work activities.

• Prevent injuries, accidents & causes of work related ill health.

• Continually improve the Integrated Management System by setting objectives and targets and performing periodic reviews to enhance the IMS performance.

• Implement plans to respond to all foreseeable incidents and emergencies.

• Involve our employees and contractors in our programmes to ensure they have the necessary skills and information to carry out their roles effectively, safely and with minimal impact to the environment.

• Keep our employees informed by communicating our policy and objectives to ensure that they are aware of our commitments and performance, along with their individual obligations.

• Consult and encourage employees, or workers representatives, to participate in the contribution of their ideas for the continual improvement of the IMS and the organisation.

This policy is reviewed periodically and is made available in a maintain documented format.

Mark Jansen Managing Director

Cullum Integrated Management System Policy Statement – March 2024 Rev C Next Review – March 2025