

This Compass Building and Construction Services HSEQ Policy demonstrates the business's commitment to deliver an exceptional customer experience, whilst exercising controls to minimise the opportunity for adverse environmental and health and safety events.

To achieve the business's Health and Safety, Environment and Quality ambitions, we commit to:

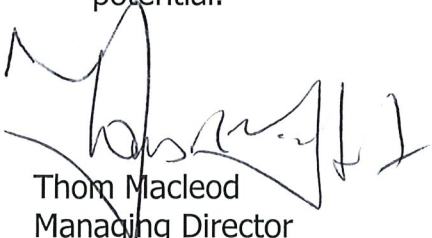
- Delivering a consistent and high-quality customer service for clients.
- Providing safe and healthy working conditions that promote the prevention of work-related injury and ill health.
- Protection of the environment, including the prevention of pollution, by minimising and managing the impacts of our operations.
- Decrease our Greenhouse Gas emissions to reduce climate change impact, through efficient use of natural resources.
- Establish, maintain, and continually improve our Integrated Management System to support and improve the predictability of our operations.
- Identify and manage hazards to remove or mitigate risks.
- Operate the business's Integrated Management System, accredited to ISO 9001 (Quality), ISO 14001 (Environment) and ISO 45001 (Safety) standards.
- Creating a culture that promotes and supports the physical and mental health and wellbeing of all employees; by providing an environment in which staff who are adversely affected by stress and/or who have mental health difficulties feel able to discuss them in a safe, confidential environment; and to receive suitable support and adjustments to allow them to work effectively and to fulfil their potential.

To support the delivery of these commitments, we will:

- Operate and maintain an Integrated HSEQ Management System within the following scope.

The systematic, professional provision and management of variously procured building and construction projects which meets, or exceeds, contractual and legislative obligations whilst delivering client stated objectives and considering, respecting, and representing fairly the needs of interested parties.

- Understand and comply with our legal and non-statutory compliance requirements.
- Commit to the consultation and participation of workers.
- Establish and achieve HSEQ objectives and targets.
- Monitor and continually review our performance to determine opportunities for improvement and sharing of best practice.



Thom Macleod
Managing Director
Compass Building and Construction Services Ltd
1st May 2026

This Policy applies to and is communicated across our business and to other interested parties as appropriate. It is reviewed annually or where significant change impacts our organisation.

Document Ref.	Revision Status	Issue Date	Review Date	Page
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