

SUSTAINABILITY POLICY STATEMENT

Sustainability is the convergence of three distinct areas:

- Environmental
- Social
- Economic

Within each area, we have specific goals and targets.

We recognize the importance of delivering an affordable and sustainable service to our clients in the Construction & Infrastructure sectors of the Construction Industry.

This will contribute to an increase in productivity and improvements in the quality of life and of the environment with the procedures and processes we adopt to act in a responsible way that recognizes the wants and needs of future generations by acquiring materials through conscientious means of responsible sourcing and taking all reasonable efforts to minimise resultant waste in the process.

We recognize the effect our works may have on interested parties especially neighbors adjacent works being carried out and endeavor to do such works with appropriate equipment that mitigates the nuisance that they might experience in the process of carrying out such works.

Delivery of Product

To deliver our goals and strategies we will:

- Set continuous improvement targets by which our performance can be measured, demonstrated and publicly reported
- Identify opportunities and take action where practicable to improve sustainability and to meet legal obligations.
- Identify and mitigate adverse impacts and risks.

- Embed sustainability policy and practice into all of our management systems for delivering the service we provide along with the standards, processes, procedures and assurance
- Provide the right level of advice, awareness and competency to our people and to our contractors' employees.

Care towards the Community

To take due care and diligence in responsible performance, we will:

- Use appropriate equipment to mitigate nuisance and visual intrusion to neighbors.
- Seek to assist or encourage an ethos within the company towards social value and enhancement of community relationships along with implementing Fairness, Inclusion & Respect ethos amongst our employees.
- Provide a service that protects the Heritage of an area, ensuring all works are carried out in a way that is compliant and responsible where the ecology of an area may be at risk.
- Actively encourage our people to get involved in voluntary & charity work.
- Respond in a professional and timely manner to interested party queries

Care of the Environment

To take due care and diligence in the use of appropriate plant & equipment we will:

- Use diesel particulate filters and turn off machines and equipment not in use to avoid detrimentally affecting Air quality
- Use mufflers and screening where practicable to mitigate Noise and Vibration
- Accurately measure material quantities to avoid unnecessary Waste and Pollution
- Carry out desk top study of works vicinity in line with information issued to respect and take appropriate measure to protect the Land use and Biodiversity.
- Avoid spillage of liquids and ensure proper containment to avoid uncontrolled contamination of Water sources.
- Provide training of our operatives to enable controlled containment in the event of a contamination incident whosoever may be responsible

- Avoid all practices where practicable that impact on the effect of Climate Change and by doing so we have committed to Pledge to Net Zero to reduce our carbon footprint in line with the Greenhouse Gas Protocol and the Paris Agreement
- To improve energy efficiency and reduce the reliance on fossil fuels with the introduction of more electronically operated plant

Care of Employees

To enhance and ensure the work environment of our employees is harmonious we will:

- Provide safe & healthy working conditions, both in the office and site environments, ensuring all necessary precautionary measures have been implemented in stemming the current Coronavirus pandemic and so mitigating the risk to employees.
- Take all measures to ensure that the work face and task requested to undertake, have been given sufficient review to ensure all aspects of the work are conducted in a safe environment with correct personal safety equipment to carry out the work.
- Review potential development of relevant personal to offer opportunity to enable employees to further develop their professional and personal skills.
- Ensure all staff are treated with utmost respect and encouraged in social inclusion by implementing a Fairness, Inclusion & Respect ethos throughout the organization.
- Ensure all employees, no matter what race or creed, have their personal rights respected and along with their religious preference.
- Promote health and well-being amongst all employees, implement training for selected staff.

Economic Sustainability

To operate in a cost effective and sustainable manner we will:

- Endeavour to exceed the expectations of our customers, our suppliers, and our stakeholders.
- Try to create professional and mutually beneficial relationships with our entire supply base.
- Make payments on time to our supply chain
- Use local suppliers in close proximity to the project where reasonable
- Pay fair wages to our staff and operatives

This policy statement applies to all employees and other personnel engaged in Welding Solution Team operations:

Signed:



Date: 02.02.2025

Alexandru Dursina

Managing Director

On behalf of Welding Solution Team Ltd.