Health, Safety, Quality and Environmental Policy

QTS Group Ltd seeks to continue to prosper in business with existing and future clients, whilst supporting our employees.

QTS Group Ltd is committed to conducting our business in a manner that is safe, professional and ethical whilst at all times paying particular attention to its customers' requirements and operating in an environmentally responsible manner.

The Group will:

- Provide the resources necessary to safeguard the health, safety and welfare of our own employees and all the people affected by its operations.
- Ensure a commitment to prevention of injury and ill health and continual improvement in OH&S management and OH&S performance.
- Ensure a commitment to behavioural based safety including improving safety culture, associated training, briefing and requirements.
- Provide and maintain safe vehicles, plant, equipment and systems of works.
- Minimise the environmental impact of our activities including protecting wildlife and habitats, archaeological remains and heritage buildings.
- Prevention of pollution and the protection of species and ecosystems where we work.
- Maintain our management systems and certification to ISO 45001:2018, ISO 9001:2015, ISO 14001:2015, and continually improve on their effectiveness.
- Employ best practice to ensure projects are completed first time, on time and every time.
- Comply with health, safety and environmental legislation, regulations and other applicable requirements.
- Provide clear information, instruction, training and supervision to all our employees to ensure that they properly discharge their responsibilities and duties.
- Monitor and review our health, safety, quality and environmental performance.
- Regularly set and review objectives and targets to achieve continual improvement in OH&S, Quality and Environmental management systems and performance.

It is the responsibility of each and every employee within their specific area of responsibility to implement this policy.

The Board of Directors and Compliance Department give their full support to this Policy and shall ensure it is reviewed at least once a year and any changes are communicated and implemented.

This policy has been endorsed by the QTS Group's Managing Director, Andrew Steel, on the 1st May 2026 and is reviewed and developed on an annual basis or as required.

A signed copy is retained at Head Office