

HSEQ POLICY STATEMENT

At Fibrus, we believe all injuries, ill health and environmental harm can be prevented, and we're committed to protecting our people, our customers, our partners, and the communities where we work. We promote a Work Safe, Home Safe culture where safety always comes first.

Our Commitments

Health & Safety

- Provide a safe and healthy place to work, embedding our Life Saving Rules in everything we do.
- Eliminate hazards and reduce risks by applying effective controls and learning from incidents.
- Promote mental health, wellbeing and a culture where everyone has the right to stop work if it feels unsafe.

Environment & Sustainability

- Actively protect the environment in all that we do, preventing pollution and safeguarding land, air and water.
- Reduce our carbon footprint through delivery of our Sustainability Strategy.
- Use resources responsibly, promote circular waste economy and sustainable network design.

Quality & Customer Experience

- Deliver high-quality, reliable service, getting it right first time.
- Continuously improve our systems and performance to meet customer expectations.

Leadership & Accountability

- Comply with all legal, regulatory and other requirements.
- Maintain ISO 45001, ISO 14001, and ISO 9001 certification.
- Set clear objectives, responsibilities, and measurable targets to drive continual improvement across HSEQ performance.
- Ensure leaders, employees, and contractors are accountable for working safely, protecting the environment, and delivering quality outcomes.

This policy applies to everyone working for or on behalf of Fibrus. We communicate it openly, review it every year, and share it publicly as part of our commitment to safety, quality, environment, and sustainability.

Dominic Kearns,
Chief Executive Officer
1/06/2026

