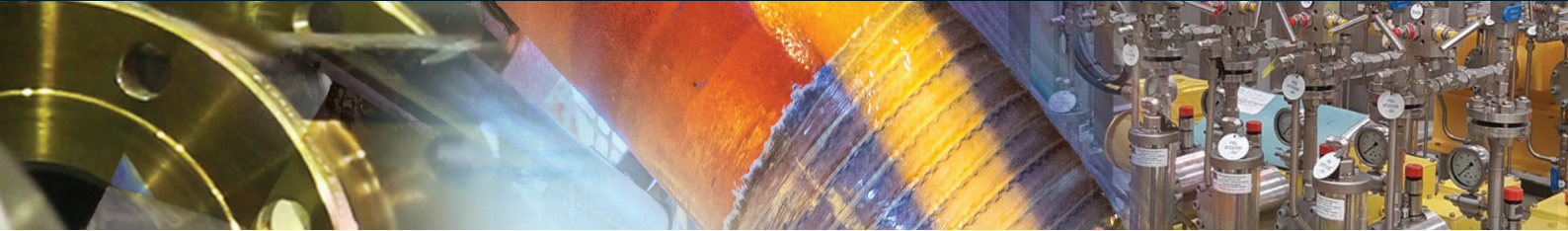


GROUP HSEQ POLICY



ICR is fully committed to ensuring the health safety and wellbeing of everyone involved in or affected by our activities, and to the protection of the natural environments in which we work. We continually strive for excellence in our standards of conduct, practice and service delivery. Our activities are conducted in a manner which complies with all relevant laws, regulations and international standards.

ICR implements an integrated systematic approach to HSEQ management which provides the framework to manage risk and opportunities, understand our customers' needs and deliver services that meet or exceed their expectations.

ICR aspires to ensure:

- Visible Leadership promoting a positive health and safety culture, providing appropriate resources to meet HSEQ objectives while delivering sustainable growth
- Commitment to the identification of foreseeable hazards and the reduction of risk to an acceptable level of as low as reasonably practicable (ALARP)
- Clear HSEQ objectives and targets with leading and lagging performance indicators, that promote continual improvement of our management systems and our HSEQ performance
- Reporting and investigation of all incidents, near misses and non-conformances to identify root causes and implement suitable corrective actions to prevent recurrence
- Identification and reduction of all significant environmental impacts to the surrounding environment including the prevention of pollution and harmful emissions
- Reduction of waste and in the use of natural resources through energy saving opportunities and promotion of the environmental hierarchy of prevent, reduce, re-use and recycle
- Control of subcontractors to ensure their HSEQ management systems and practices are consistent with ICR standards
- Effective open communication and consultation with employees, contractors and interested parties in any HSEQ matters
- Continual improvement of the BMS through a cycle of periodic audit and performance review
- Empowerment of all employees and contractors to STOP any activity considered a threat to health, safety or the environment

This Policy is applicable across all ICR Companies, Subsidiaries, Branch Operations and is available to all interested parties.

Integrity in all that we do

Alan McQuade

Group Managing Director | ICR

Date: 05/08/2021