

# Health Safety Environment and Quality (HSEQ) Policy

Thalia is committed to adopting a proactive culture for the management of risk, with open and transparent reporting. We shall actively engage with all interested parties, including our investors, regulators, clients, customers, suppliers, and employees to ensure the highest level of service is continually achieved, exceeding expectations whilst adding value in what we deliver.

As a minimum, we shall comply with all regulatory and other relevant requirements, setting targets and objectives that shall assist in developing our organisation and our people. The elements below shall be our leadership teams' areas of focus, integrating these elements into all organisational functions.

## Health

We shall ensure that all appropriate measures are in place to prevent work activities from adversely affecting the health and wellbeing of our employees or others and shall promote and support employees and others in achieving a healthier lifestyle.

## Safety

We will strive to reduce the opportunity for hazards to exist to eliminate accidents and incidents resulting from our work activities, preventing harm to people and property, and supporting a positive reporting culture, taking appropriate action in response to our findings.

We will establish communication and consultation channels which positively encourage participation of all workers and, where they exist, their representatives to contribute to improvements in our health and safety performance.

## Environment

We shall assess and understand the aspects and impacts associated with our work activities and the overall effect this may have with regards to climate change, the community and wildlife/eco systems. We shall implement the requisite controls that strive to eliminate waste and prevent pollution within a sustainable workplace environment.

## Quality

Thalia is committed to achieving operational excellence, in providing solutions that continue to deliver great service. We are committed to delivering an assurance programme that drives compliance with the integrated management system, encourages continual improvement, and ensures our activities consistently meet the requirements of our clients and interested parties, reporting on all matters that have the potential to impact on our overall organisational performance. HSEQ objectives are measured, monitored and reported as HSEQ key performance indicators, and communicated monthly to the organisation and made available to all employees.

## People

We value and respect our employees. We will encourage and support their development, to enable them to achieve their full potential to meet the current and future needs of our organisation. We commit to deepen our employees understanding of inclusion, equality, and diversity to build an inclusive culture where everyone feels valued and heard.

## Communities

We shall engage with the communities in which we serve, understanding our impact and their needs whilst delivering a value-added service that exceeds their expectations. We shall make this Policy available to employees and other interested parties, formally reviewing this Policy annually or sooner if required, taking account of organisational performance, regulatory requirements, and feedback from employee, and interested party consultation.



P Hevia  
**CEO**

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