HSQE Policy M3C-POL-001 v1

Mercury3 Consult (hereafter shown as 'We', 'Our' or 'The Company') is a trusted SME and people-driven consultancy specialising in complex transport and infrastructure programmes across the UK and internationally. Founded in 2017 by three industry professionals, we bring deep sector expertise and a flexible, people-first approach.

The Company has Health & Safety, Quality, and the Environment at the heart of all its business operations, whether that be collaborating with clients or internally, our policy is to be positive and proactive to ensure:

- Our Health and Safety culture is promoted and adopted by all,
- We embody a commitment to Quality in everything we provide for our customers and through our supply chain, and
- At all times and in everything we do we consider the environment that our business operates in and the impact of our operations.

To achieve these objectives, we operate an Integrated Management System (IMS) Manual and HSQE procedures which are made available to all employees. Our integrated system incorporates procedures that conform to requirements of ISO9001:2015+A1:2024, ISO14001:2015+A1:2024 and ISO45001:2018+A1:2024.

All employees are responsible for their own work and are committed to participating in the operations, implementation, and improvement of the IMS. Top Management retains accountability for the effectiveness of the IMS, with the Managing Director responsible for the effective implementation, monitoring, and promotion of the IMS. This is achieved through an internal audit process, operational monitoring, and by the identification of corrective and preventative actions for the continuous improvement of the system.

Health & Safety

We are committed to complying with applicable legal and other obligations to which the organisation subscribes and that relates to the organisations risks and opportunities We recognise and accept our responsibilities as an employer to provide a safe workplace and working environments for all its employees, and others likely affected by our activities, under the provisions of the Health and Safety at Work Act 1974 and any regulations made under said Act, which include but are not limited to; the Construction (Design Management) Regulations 2015, and the Management of Health and Safety at Work Regulations 1999 or as may replace them from time to time.

We will take all steps necessary, as far as is reasonably practicable, to meet this responsibility as an employer, paying particular attention to the provision and maintenance of the following:

- Travelling on behalf of the Company, using public transport, hired and personal vehicles,
- Company vehicles (where provided), work equipment, and systems of work that are safe,
- Sufficient information, instruction, training, and supervision to enable all employees to avoid hazards and contribute to their own safety and health at work,
- Provision of a safe and healthy working environment, with safe access to and egress from is and the provision of adequate welfare facilities,
- Safe arrangements for the use, handling, storage, transport, and disposal of dangerous or high-risk articles, substances, and equipment to be used at work.

We put Health and Safety foremost when considered against our other management responsibilities and business objectives such as productivity and quality and it is seen to be an indication of effective working practices which can contribute to successful business performance.

We are committed to continually improving our Health and Safety performance by way of arrangements made for effective planning, setting, and reviewing of objectives, organisation, control, monitoring, and review of preventative and protective measures for all matters relating to Health and Safety.

We are committed to eliminating hazards and reducing OH&S accidents and incidents, prevention of injury and ill health and continual improvement in OH&S performance.

We shall retain the services of a Competent Person to assist and advise Top Management and employees in all health and safety matters.

We are committed to consultation and participation of workers and, where they exist, workers' representatives. We actively encourage regular and open discussion regarding health and safety between employees and management to highlight unsafe acts and conditions and to implement effective solutions.

Environment

We will co-operate fully with and provide for (where applicable) the requirements of the Environment Agency, SEPA, Natural Resources Wales, Local Authorities and Railway Regulations on all environmental matters that impact on or are impacted by our business.

We commit to the protection of the environments in which we operate and confirm that all actions will be appropriate to the nature, scale and environmental impacts of the company's activities and services. aim to reduce the impact of our business on the Environment and to improve quality of life by careful application of the following objectives (where applicable):

- Meet all necessary legal and other compliance obligations, as far as they pertain to our business,
- Set targets and objectives against our specific aspects, so that we may reduce our impact on the environment, prevent pollution and ensure continual improvement,
- Provide a structured and organised approach to site organisation,
- Clearly determine the requirements of environmental management and assign responsibilities to personnel,
- Monitor applicable environmental management aspects on site and record/report all environmental issues,
- Manage our projects in an environmentally sensitive manner through sustainable procurement with climate-related considerations such as recycled/recyclable products (where practical)
- Minimise the use of environmentally sensitive materials,
- Promote recycling of materials to reduce the use of natural resources, whilst ensuring carbon reduction
- Minimise waste and reduce consumption of materials, whilst improving environmental performance,
- Develop Environmental Standards and promote compliance through our business,
- Ensure compliance with regulations for noise, waste, and energy use,
- Continual improvement of our environmental management system and environmental performance, and our awareness by promoting new research and developments, and

Quality

We are committed to complying with the needs and expectations of all interested parties, ensuring alignment with strategic direction and business aims whilst establishing a framework for setting objectives for the Company, which are controlled and monitored by Top Management to ensure the company continually improves.

Adherence to this policy involves the Company's activities and employees with the commitment to 'right first time'. Detailed requirements of the processes to support this are incorporated within our procedures along with appropriate and applicable procedures to address any non-conformities on services delivered to Clients.

We will drive quality through client engagement and management of our Employee development and Associate network through:

- Commitment to meeting customer, contractual and service requirements,

- Seeking feedback on services we provide to confirm delivery to our required standards or opportunities for improvement,
- Providing methods of assessment for services delivered that consider required quality standards across a pre-determined range of KPIs and incorporate feedback received in the employee PDR process and our Associate Supplier Review procedure, and
- Address any non-conformances through appropriate levels of investigation to identify root causes and provide for changes to procedures to mitigate the risk of recurrence.

This policy will be reviewed annually, and where required, be issued to all employees, made available to all parties with any interest and displayed on applicable office and site noticeboards.

This HSQE Policy has been approved and authorised by:

Name: Adam Bennett

Position: Managing Director

Date: 10/09/2026

Signature: