



TRUST. WELL EARNED.

BRUSH Group - Safety, Health, Environment and Quality (SHE-Q) Policy

BRUSH Group are committed to providing safe, healthy working conditions, the highest Quality products and associated Services to our customers through implementation of a robust SHE-Q management system incorporating our values of Collaboration, Excellence, Innovation, Passion, Progression, Trust. These will provide a framework for managing SHE-Q risks and opportunities in turn leading to an effective continuous improvement process.

Safety and Health:

Prevent work related injury and ill health to employees, other workers, visitors, and members of the public by eliminating hazards and reducing risks to safety and health by taking effective preventative and protective measures.

Outcomes:

- Continual fulfilment of our Safety, Health, Legal, and other obligations.
- Continual improvement of our Safety and Health performance.
- Commitment to involve workers and workers representatives to ensure participation and consultation.

Environment:

Protect the environment by preventing pollution, reducing adverse environmental impacts connected with BRUSH Group activities and incorporate life cycle thinking into products and services.

Outcomes:

- Continual fulfilment of our Environmental, Legal, and other obligations.
- Continual improvement of our Environmental performance.

Quality:

To instil established Quality Management Principles into BRUSH Group which are customer focus, leadership, engagement of people, process approach, continuous improvement, evidence-based decision making, and relationship management throughout the supply chain.

Outcomes:

- Consistent provision of products and services that meet customer and applicable statutory and regulatory requirements.
- Continual enhancement of customer satisfaction.

BRUSH Group Demonstrate the Required Leadership and Commitment By:

- Taking overall responsibility and accountability for the effectiveness of its SHE-Q management systems.
- Taking overall responsibility and accountability for the prevention of work-related injury and ill health as well as the provision of a safe workplace that promotes good health and wellbeing.
- Ensuring SHE-Q objectives are established and compatible with the strategic direction and context of BRUSH Group.
- Ensuring the resources needed to establish, implement, maintain, and improve SHE-Q performance are allocated.
- Ensuring the integration of SHE-Q requirements into business processes.
- Communicating the importance of and reviewing effective SHE-Q management and ensuring intended outcomes are achieved.
- Protecting employees, other workers, visitors, and members of the public from reprisals when reporting accidents, incidents, hazards, risks, and opportunities.
- Promoting and ensuring continual improvement.
- Provide leadership and direction to other relevant management roles as applicable to their area of responsibility.

BRUSH regards Safety, Health, Environmental, and Quality performance as being the responsibility of all employers who work for or on behalf of the company.

This policy will be monitored and reviewed at least annually, updated as required to ensure its continued suitability. This policy is available/communicated to all interested parties through the BRUSH website, noticeboards and via hard copies on request.

Nicolas Pitrat
CEO
Date 12/01/2026

Rob Mulcare
Portfolio & Quality Director
Date 09/01/2026

Paul Lowe
SHE Director
Date: 09/01/2026