



Technical Competence Policy Statement

We have established this Technical Competence Policy to be consistent with the purpose and context of our Organisation and the requirements our Environmental Permit. It provides a framework for the setting and review of our Competence Management System (CMS) objectives in addition to our commitment towards the following:

- To protect the environment, including the prevention of pollution by ensuring activities are carried out by technically competent people
- To minimize our impact on the environment through responsible management
- To ensure competency of all employees, contractors and associates through training, awareness, and communication
- To conform to all applicable legislative, regulatory and compliance obligations
- To conform to the requirements of our Environmental Permit
- To plan and design work practices in accordance with the requirements of the Environmental Permit and consider normal, abnormal and emergency practices when setting competencies
- To continually improve our Competence Management System and to enhance environmental performance; maintain and improve the competence of employees, contractors and associates.
- To communicate the requirements of the Environmental Permit, ISO 14001 Standard and the CMS to all employees, contractors and associates, and provide updates on our performance against the targets and objectives set

This Policy will be communicated to all staff at initial CMS training courses and upon recruitment at Induction training.

The company will make resources available to ensure that technical competence maintained at all times and ensure the provisions of this policy are met.

This Policy will be reviewed at least annually and as often as necessary to reflect any changes within the CMS and made available to all relevant parties, including auditors of the Sanctus ISO 14001 accreditation, Clients, Prequalification questionnaires, and published on our website.

Contractors and subcontractors will be made aware of the Sanctus Technical Competence Policy and Competence Management System via the Sanctus Quality, Environmental and Safety Questionnaire SMF8/01

A handwritten signature in blue ink, appearing to read "Shaun Tolfree", written over a faint circular stamp.

Authorised by: Shaun Tolfree

Position: Managing Director

Date: 23rd October 2019