

Swages Engineering Policy Statements

We are committed to sustainability and adhering to industry best practices in environmental performance at SWAGES ENGINEERING LTD. Protecting the environment, preventing pollution, and continuously improving our environmentally conscious behaviour are responsibilities shared by every employee involved in our manufacturing and supplying machined components.

The top management has a leadership role in communicating, implementing, and ensuring compliance with our policies, standards, and legal requirements.

To this end, the Company will:

- Set realistic and measurable objectives and targets to ensure continual improvement in environmental performance.
- Periodically review the Policy through Management review to ensure it continues to be effective and representative of the Company's activities and services.

Endeavour to:

- Minimise the amount of waste generated internally and disposed of to landfill. Where reduction is not practical, seek to reuse or recycle waste and ensure the safe disposal of all wastes.
- Introduce measures to ensure best practice and the responsible use of natural resources such as water, fuel and energy where possible.
- Investigate and introduce measures to minimise the release of pollutants which cause damage to land, air and water due to the Company's activities where possible.
- Reduce the environmental impact of goods purchased at the same time encouraging suppliers and contracted services to improve their environmental performance.

The Company will commit to comply fully and where possible exceed the requirements of applicable legislation and regulations and any other environmental requirements through the application of Best Practice Techniques.

This policy shall be communicated, understood and practiced by all our staff. We shall raise awareness of the Environment Policy and sustainability issues among all those working for or on behalf of the Company through appropriate training and dissemination of information.

The Company will address environmental issues in an open manner and maintain close links with relevant authorities, regulatory agencies, research institutes and the local community to improve and protect our local and global environment.

Date of approval: 03.09.2026

Approved by: Swages MD, Mike Graham

Signature:



Quality Policy

Our mission is to become an internationally competitive manufacturer of components machined to a standard that will exceed our customer's expectations of quality, cost-effectiveness and delivery.

We will continuously strive to improve our processes and our relationships with our customers and suppliers whilst achieving profitable growth. This will enable us to provide a working environment based on trust and respect and to encourage innovation, productivity and teamwork to create a safe, satisfying and rewarding environment for all employees at all levels of business.

Staff at all levels of the Company are responsible for ensuring that all product that leaves the Company is of the highest standard and meet our customers' expectations. We are also committed to complying with all the legal and other requirements applicable to our organisation.

Staff is furthermore fully encouraged to support the Quality Program to the utmost ability.

Date of approval: 02.05.2024

Approved by: Swages MD, Mike Graham

Signature:



OH&S Policy

The long-term business success of SWAGES ENGINEERING LTD depends on our ability to protect our staff and all the people that interact with our manufacture and supply of machined components processes and services. Emphasis must be placed on ensuring human health, operational safety, and community goodwill. This commitment is in the best interests of our customers, our employees and contractors, our stockholders, and the communities in which we live and work. Our organisation is also committed to complying with all the applicable legal and other requirements.

This Health and Safety Policy is written to show that the Person Conducting this Business or Undertaking (PCBU) is committed to providing and maintaining a safe and healthy working environment for all its Officers and Workers along with any other persons who may visit this workplace. In fulfilling these aims, the PCBU of this Company will allocate adequate resources to ensure this happens, they are committed to regular consultation and engagement on health and safety matters with all its Officers, Workers, and other persons (Including H&S Officers, H&S Committees, Contractors, Sub-Contractors, Clients, and independent experts etc.).

The PCBU and its Officers will:

- Appoint and train a Health and Safety Officer/Manager to manage and oversee the Occupational Health and Safety Management System.

- Establish measurable health & safety objectives and performance criteria for all Managers/Supervisors and work areas that are periodically reviewed with an aim to eliminate work-related injury and illness along with the elimination of hazards and their associated risks.
- Periodically review the Occupational Health and Safety Management System and its Policies and Procedures (or after a Notifiable Event).
- Encourage accurate and timely reporting of all Incidents and injuries, investigations, and corrective actions.
- Ensure that all hazards and their associated risks in the workplace are identified, reasonably practicable actions are taken to eliminate/engineer or minimise their impacts, and adequate training is given so Workers and other persons can carry out their duties in a safe manner.
- Engage with and enable workers to participate in all matters relating to health and safety, to elect health & safety representatives and form a health & safety Committee. This Committee will also include a representative from the Officers (who will report back to the PCBU with the minutes of every meeting).
- Consider the health and safety issues pertaining to the purchase or design of any new equipment or process that may affect their workers or other persons in the workplace.
- Ensure ALL persons on this site will follow safe work procedures, rules, instructions, wearing of personal protective clothing, reporting of incidents, injuries and or events.

The PCBU, Officers, Workers and other persons using these premises as a place of work or visiting on business are expected to share in the commitment to workplace health and safety.

Date of approval: 03.09.2026

Approved by: Swages MD, Mike Graham

Signature:

