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# HSE POLICY

We are dedicated to creating a safe and sustainable work environment, promoting the health and well-being of all.

**1. Commitment to Health and Safety:**

ABZ Group is committed to ensuring a safe and healthy working environment for all employees, candidates and stakeholders. We are dedicated to preventing occupational injuries and illnesses, promoting prevention in health (physical and mental) and occupational safety.

**2. Legal and Regulatory Compliance:**

We strictly comply with all applicable laws, regulations and standards related to health, safety and the environment, as set out in regulatory standards and other legislation (national/international).

**3. Environmental Management:**

We are committed to minimizing our environmental impact through sustainable practices. We promote awareness about the importance of environmental preservation and implement actions to reduce the consumption of resources, the generation of waste and its proper disposal, such as electronics and batteries.

**4. Risk Identification and Assessment:**

We conduct regular assessments of health, safety, and environmental risks in our operations. We identify hazards, assess risks, and implement appropriate control measures, ensuring the safety of everyone involved.

**5. Training and Qualification:**

We invest in the continuous training of our employees in health, safety and environmental issues. We conduct regular training courses to ensure that everyone is aware of the policies, procedures, and best practices.

**6. Continuous Improvement:**

We are committed to the continuous improvement of our Health, Safety and Environmental Management System. We conduct internal audits, management reviews, and performance reviews to identify opportunities for improvement and implement corrective and preventive actions.

**7. Communication and Involvement:**

We foster open and transparent communication on health, safety and environmental issues. We encourage the participation of all employees and stakeholders in identifying problems and proposing solutions, promoting a collaborative environment.

  
William Mair  
Diretor

  
Gordon Walker  
Diretor