

SHEQ POLICY STATEMENTS

Our Management System (The Freeman Way)

Our Integrated Management System (IMS), including our Health & Safety, Environmental and Quality (SHEQ) Policy Statements, have been developed in accordance with ISO 45001:2018; 14001:2015 and 9001:2015 respectively. Our SHEQ policy statements apply to Freeman Homes, Freeman Contracting and Freeman Plant.

Our Commitments and Approach

For details of our commitments and approach please refer to the individual SHEQ policy statements.

Responsibilities

Our Joint Chief Executive (Luke Freeman) has overall responsibility for SHEQ management, whilst responsibility for delivery on our commitments and approach is placed upon the directors and senior managers of each business unit and department.

All staff have a responsibility to familiarise themselves with our SHEQ policies and management system requirements applicable to their roles.

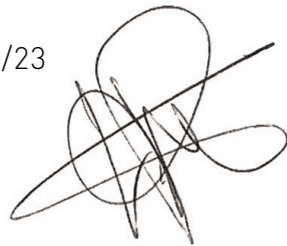
Communication and Review

Our policies are communicated to new employees upon joining, and on an on-going basis, displayed in our offices and shared via our intranet. Details are also available via our website.

Our entire management system, including our SHEQ policies, as a minimum, are internally audited and reviewed by the directors and senior management team annually.

Date: 25/05/23

Signed:



Joint Chief Executive (Luke Freeman)

Health & Safety Policy Statement

Our Commitment

To implement our legal duties under all relevant statutory provisions, including the following:

- **The Health & Safety at Work (etc) Act 1974**
- **The Management of Health & Safety at Work Regulations 1999**
- **The Construction (Design and Management) Regulations 2015**

To ensuring OUR BUSINESS OPERATIONS, at all times, are in accordance with health and safety best practice procedures and do not cause risk to the health and safety of our employees or to others who may be affected by our operations. Health and safety will not be compromised.

To ensure our SENIOR MANAGEMENT TEAM recognise and fully support working towards improved H&S standards within the industry and within our operational control, by ensuring excellent standards of H&S management and best practice. This includes working with our supply chain to achieve significant and tangible H&S performance improvement on our projects.

To CONTINUALLY IMPROVE AND DEVELOP our H&S policy at regular intervals and when events such as H&S incidents or the introduction of new or updated legislation dictates. Continue to develop our health and safety culture with the aspiration of achieving Zero-Harm.

Our Approach

To provide the NECESSARY RESOURCES, including the provision and maintenance of plant and systems of work that are safe and without risk, to health to achieve our policy commitments.

Provide BEST PRACTICE INSTRUCTION (supervision / leadership), information / procedures, training and skills development, as is necessary, to ensure the health and safety at work of all employees.

Ensure the safety and absence of risks to health in connection with THE USE, HANDLING, STORAGE AND TRANSPORTATION of articles and substances.

Ensure WORKPLACES AND WORKING ENVIRONMENTS under our control are maintained in conditions that are safe and without risks to health, which includes the provision and maintenance of welfare arrangements and facilities, and safe access and egress routes.

H&S Responsibilities

ALL STAFF AND OUR SUPPLY CHAIN have a responsibility to:

- **Take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions whilst at work**
- **Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare.**

Environmental Policy Statement

Our Commitment

Supporting the United Nations’ Sustainable Development Goals (UN SDGs)

MF Freeman is committed to helping achieve the UN’s SDGs and recognises that we have an important role to play in the process. Based on a review of our business activities, we have identified four goals most relevant to us and we aim to contribute to the goals through our Sustainability Framework:

- **Good Health and Wellbeing**
- **Life on Land**
- **Affordable and Clean Energy**
- **Responsible Consumption and Production**

We are committed to comply with all statutory and regulatory environmental policy requirements and standards. We will operate, maintain, and continually improve an effective Environmental Management System.

Our Approach

Our approach to sustainability is to consider the future and ensuring that we build sustainable communities and grow a sustainable business, that creates a positive impact for all stakeholders.

We manage sustainability through our five company pillars (people, place, product, operations & service) to ensure that we promote sustainability in our day-to-day activities, with our people and through the communities and places that we create.

Our Group Sustainability Framework sets out our approach and the actions we are taking.

The company operates an Environmental Impact Reduction Programme that manages our environmental responsibilities and ensures that our ambitions and goals are translated into effective action, to be measured and improved. The programme’s 15 aspects are summarised below:

| Aspect | Summary |
|---|--|
| 1 Environmental awareness training | Carry out Environmental Awareness training for all staff |
| 2 Environmental best practice | Align ourselves with best practice to ensure compliance with all environmental legislation and regulations |
| 3 Alignment with Client objectives | Work within environmental codes of practice stipulated by our clients |
| 4 Environmental advice to Clients | Offer clients advice on the Best Practical Environmental Options (BPEO) available on each project and provide assistance in developing a culture of sustainable and environmental excellence |
| 5 Facilities | Minimise energy usage and resource consumption |
| 6 Vehicles & Plant | Minimise energy usage and resource consumption |
| 7 Sustainably sourced timber | Only use sustainably sourced FSC/PEFC timber |
| 8 Procurement environmental best practice | Review the environmental credentials of materials we purchase |
| 9 Auditing of supplier goods and services | Audit the suppliers of goods and services we use against the standards we set |
| 10 Carbon emission reductions | Reduce our carbon emission through the consolidation of loads and deliveries and to encourage car sharing and conference calling amongst staff. |
| 11 Waste reduction | Reduce waste wherever possible through design, procurement, logistics, storage, protection & reuse |
| 12 Construction activities | Minimise or eliminate potential impact of construction activities on the local environment |
| 13 Community engagement | Engage with community and charitable programmes to seek opportunities for reuse of surplus materials |
| 14 Environmental performance of homes | Performance beyond building regulations requirements where possible |
| 15 Embodied carbon | Best practice environmental option of embodied CO ₂ factored into design and specification of new homes |

Quality Policy Statement

Our Commitment

To focus efforts on exceeding the expectations of our customers, whilst respecting the needs and requirements of all other key stakeholders.

To deliver market leading products and services whilst promoting a culture of innovation and business improvement.

To request, listen to and learn from feedback, keeping our management systems under continuous review. Always seeking to adopt industry best practices, which enhance our performance.

To do what we say, and get things right first time, every time.

Our Approach

To harness the combined knowledge and experience of our directors, employees, supply chain and other key stakeholders through transformational leadership and empowerment of our people. Feedback mechanisms exist throughout the business including quarterly PDRs, job chats, Better Ways, project reviews and 360 appraisals.

To ensure vehicles, plant and equipment are well maintained and fit for purpose.

To minimise waste and make efficient use of resources in pursuit of delivering best value.

To select and work with competent sub-contractors, suppliers and consultants capable of meeting the standards of workmanship and service levels we set.

To invest in training and on-going learning for our people.

To encourage individuals, departments and organisations to work as a team; constructively challenge adopted practices, processes and each other; collaborate and share ideas; and support each other in order to continuously improve everything we do and how we do it.