



## Quality Policy

Global Energy Solutions Ltd incorporating Global Project Services Ltd is committed to delivering products and services that consistently meet customer requirements, applicable statutory and regulatory obligations, and relevant industry standards.

Quality is a fundamental part of our business strategy and is essential to achieving customer satisfaction, operational excellence, and sustainable growth. We are committed to maintaining and continually improving an effective Quality Management System in accordance with ISO 9001.

We are committed to:

- Complying with all applicable legal, regulatory, and contractual requirements
- Ensuring the availability of resources, training, and competence necessary to support and enhance our Quality Management System.
- Understanding, fulfilling, and satisfying customer needs and expectations
- Delivering products and services that are fit for purpose, safe, and reliable.
- Applying robust due diligence processes to ensure that resources (people, work equipment and materials) are of the highest quality.
- Establishing and reviewing at twelve-monthly intervals, quality objectives that support our strategic direction.
- Monitoring our performance through execution of our management system procedures, internal audits, KPI collection and management review to drive process performance and continual improvement

GES / GPS views quality management with the utmost concern and seriousness, we will:

- Define and implement the responsibilities, authorities, and processes necessary to meet our quality commitments.
- Communicate with personnel their duties and responsibilities in relation to our Quality Policy and the Quality Management System requirements.
- Maintain our Quality Management System, our resources, and our work sites and premises by systemically evaluating performance, non-conformity, reporting, corrective actions, and preventative measures.
- Consult with all personnel on matters quality control.
- Operate an open and transparent approach to company quality for all interested parties.

This Quality Policy is

- Communicated, understood, and applied within the organisation
- Reviewed at least annually, or when significant changes occur, to ensure it remains appropriate to the organisation's purpose, context, and strategic direction.
- Made available to relevant interested parties

Signed on behalf of Global Energy Solutions Ltd by

Ross Thomson  
Managing Director

Date: 01/03/2026

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## Environmental Policy

Global Energy Solutions Ltd incorporating Global Project Services Ltd recognises the importance of environmental protection and is committed to operating its business responsibly and in compliance with all applicable environmental legislation and other compliance obligations.

Environmental management is a fundamental part of our business strategy and is essential to protecting the environment, preventing pollution, reducing environmental impacts, and supporting sustainable operations. We are committed to maintaining and continually improving an effective Environmental Management System (EMS) in accordance with ISO 14001.

We are committed to operating as a responsible organisation and to maintaining positive working relationships with regulators, stakeholders, and the communities in which we operate

We are committed to minimising the environmental impact of our operations through the continual improvement of our Environmental Management System in order to:

- Comply with all applicable environmental legislation and other compliance obligations
- Protect the environment, prevent pollution, and reduce impacts on long-term climate change
- Minimise the consumption of non-renewable raw materials and promote sustainable operating practices

GES / GPS is committed to carrying out all measures that are reasonably practicable to meet, exceed, or develop necessary and desirable environmental requirements.

To support our commitments, we will:

- Monitor and regularly assess the environmental aspects and impacts of our activities
- Communicate this Environmental Policy and Environmental Management System requirements throughout the organisation
- Provide appropriate training and promote environmental awareness, best practice, and continual improvement
- Make efficient use of natural resources by conserving energy and water, minimising waste, and maximising reuse and recycling where practicable
- Prevent pollution in all its forms, including land, air, water, noise, and nuisance impacts
- Promote the recovery, reuse, and recycling of waste and the use of recyclable and renewable materials where practicable
- Exercise a duty of care in relation to waste through safe storage, handling, transportation, recovery, and disposal
- Authorise and provide resources for changes to plant, equipment, or processes to prevent unacceptable environmental impacts

GES / GPS' top management demonstrates leadership and commitment by:

- Taking accountability and responsibility for the effectiveness of the Environmental Management System.
- Ensuring the Environmental Policy and Environmental Objectives are established, compatible with, and aligned to the organisation's strategic direction and context
- Integrating Environmental Management System requirements into the organisation's business processes.
- Directing and supporting persons to contribute to the effectiveness of the environmental management system.
- Supporting management roles to demonstrate environmental leadership within their areas of responsibility
- Ensuring that the resources needed for the Environmental Management System are available.
- Conducting annual management reviews to monitor performance and objectives and to review and revise documentation to ensure compliance.

GES / GPS acknowledges that its business activities interact with the environment in numerous ways, with significant impacts in the following key areas:

## Carbon Footprint

We are committed to identifying and reducing carbon emissions across our business and working toward carbon neutrality. To achieve this, we set targets to lower our emissions and may invest in certified carbon offset programs to compensate for emissions that cannot be avoided

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## Energy Management

We prioritise renewable energy sources wherever viable, and monitor, set objectives, and report upon energy usage across our facilities, with an aim to reduce energy consumption through energy-efficient technologies and practices. We will minimise energy consumption across our premises as far as practicable and whilst maintaining staff welfare and safety, by ensuring all heating and cooling appliances, lights and electrical equipment are fully switched off when not in use. Light fittings will be equipped with low energy LED lighting wherever available. Energy consumption will be a consideration when purchasing new/replacement equipment, plant, and machinery.

## Water Use & Conservation

We encourage responsible use of water throughout our premises and are committed to implementing water saving technologies wherever possible. We prevent contamination of water sources through proper handling of chemicals and materials.

## Sustainable Procurement

We prioritise sourcing and providing products that are ethically produced, have sustainable content, are low impact and environmentally friendly across their lifecycle, and incorporate environmental criteria into our supplier evaluations.

## Production materials

As far as possible, purchasing products and services that do the least damage to the environment. We will ensure that any waste materials from production processes will be segregated and recycled. In addition, care will be taken to ensure materials purchased are cut to size and minimum quantities are ordered to reduce waste.

## Transport and logistics

We will aim to reduce the need to travel where possible and will promote the use of travel alternatives through e-mail/phone conferencing. We will use electric vehicles wherever possible, and encourage carpooling, public transport, and remote work for personnel. We will aim to reduce transport CO2 by combining deliveries to the same destination when possible. Suppliers to GES / GPS of logistics services are approved considering environmental credentials.

## Paper and Office Supplies

We promote digital communication and use secure platforms to share company information. We monitor paper usage with an aim to minimise the use of paper and office supplies. When purchasing paper and office supplies, preference will be given to environmentally friendly products. Printing is discouraged, and when necessary, we will use double-sided printing, and monitor paper use, energy, and toner waste. Paper waste is shredded and recycled.

## Pollution

### Spills and leaks

- We will ensure that any COSHH substances and cleaning materials used will be as environmentally friendly as possible.
- COSHH substances are retained in safe conditions, stored securely and where a spill could occur, on an impervious surface, or within/on bunded containment.
- COSHH risk assessments are completed, and safety data sheets are maintained to provide users with guidance on safe handling and appropriate actions to take in the event of a spillage.
- We maintain spill kits on site with trained personnel and will ensure the protection of drains, manholes and other services where substances may have a potential to enter these to prevent pollution.
- Events of pollution are reported in accordance with the requirements of SEPA.
- All equipment, plant and vehicles are serviced as per manufacturers specifications to reduce the potential for a spill or leak event.

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## Air Pollution

### Dust and Particulate Emissions

- We minimise pollution by using dust reduction methods during cutting, grinding, or drilling — e.g., water sprays, extraction, or on-tool dust collection.
- We avoid dry sweeping; and use vacuum extraction or wet sweeping instead.
- We store materials (e.g., sand, cement, or aggregates) in covered or enclosed areas.
- We make use of windbreaks or dust barriers where outdoor work could generate airborne dust.
- Ensure that work areas are regularly cleaned to prevent dust build-up
- If using generators, we will opt for choose low-emission or Stage V-compliant models wherever possible, and site them in well-ventilated areas away from people.

### Emissions from Equipment, Plant and Vehicles

- We use modern, fuel-efficient, low-emission vehicles and plant that comply with Euro VI standards or equivalent, wherever practicable.
- We keep all vehicles and mobile equipment well maintained (e.g., serviced, filters changed, exhausts intact).
- We avoid unnecessary engine idling — switch off when not in use.
- We use electric, hybrid, or battery-powered tools and plant where practicable.

### Fumes, Vapours and Gases

- We ensure that ventilation and fume extraction are provided during welding, soldering, painting, or solvent use.
- We opt to use low-VOC (volatile organic compound) paints, adhesives, and cleaning agents.
- Where portable extraction isn't possible, we use respiratory protective equipment (RPE) appropriate to the hazard.
- We will never vent fumes or exhausts towards occupied areas, air intakes, or open windows.

### Single Use Products and Packaging Waste

We reuse and recycle excess packaging wherever possible and recycle wooden pallets or return to our supplier. Where new packaging is needed, recyclable, reusable or 'environmentally friendly' packaging is given preference and is used in minimal amounts whilst ensuring product preservation, to reduce waste handling required by the end user.

### Waste Management

We are committed to recycling items that would otherwise end up at landfill and will do all possible and practical within our means to prevent unnecessary waste. In particular, we will segregate for recycling: food waste, metal, glass, paper, and cardboard including packaging, plastic and timber and batteries, expelled office furniture will be gifted to charity. We promote proper segregation of waste at our premises, ensure that all waste that leaves our sites via a licenced carrier, and ensure that waste transfer notes are retained for a minimum of three years as required by legislation. Products and materials we provide to our customers are of a high quality, to reduce the need to replace and dispose of at end of life.

### Culture and community

GES / GPS are committed to promoting environmental awareness among our personnel and encouraging them to work in an environmentally responsible manner.

We are committed to fostering a positive, inclusive, and respectful workplace culture that supports the wellbeing and growth of all personnel, while contributing meaningfully to the communities in which we operate. We aim to make a positive social impact beyond our business operations by supporting local community initiatives and charitable partnerships that align with our values.

We actively support the local economy by prioritising the use of local suppliers, contractors, and service providers wherever possible, ensuring that our procurement decisions contribute to regional growth and resilience. We are committed to creating and sustaining local employment opportunities, investing in workforce development, apprenticeships, and training to build long-term skills within our communities.

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# HSQE POLICIES

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Signed on behalf of Global Energy Solutions Ltd by

Ross Thomson  
Managing Director

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## Health and Safety Policy

Global Energy Solutions Ltd incorporating Global Project Services Ltd recognises that high standards of health, safety, and welfare are integral to the successful operation of our business. We are committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health and to protecting the health, safety, and welfare of our personnel and other persons who may be affected by our activities, so far as is reasonably practicable.

GES / GPS health and safety management is a fundamental part of our business strategy and is essential to maintaining operational excellence, protecting people, and meeting our legal and industry obligations. We are committed to maintaining and continually improving an effective Health and Safety Management System in line with ISO 45001, and in accordance with applicable legislation and recognised industry standards.

We are committed to:

- Complying with all applicable health and safety legislation and other requirements
- Providing safe and healthy working conditions to prevent injury and ill health
- Eliminating hazards and reducing and controlling risks to health and safety.
  - ✓ Proactively identifying potential risks with our efforts strongly aimed at the prevention of errors, hazardous situations, and incidents.
  - ✓ Applying the hierarchy of control and operating safe systems and methods of work to ensure the safety of our personnel and third parties.
  - ✓ Planning and preparing for emergency situations to protect people, property, and the environment.
- Providing adequate resources, including time, finance, and competent personnel, to manage health and safety effectively
- Ensuring workers are competent through suitable information, instruction, training, and supervision
- Promoting a positive health and safety culture and encouraging open reporting of hazards, near misses, and unsafe conditions
- Consulting with all levels of personnel and ensuring their participation in the development, implementation, and continual improvement of health and safety arrangements

To support our commitments, we will:

- Ensure the Health and Safety Policy and measurable objectives are established, compatible with, and aligned to the organisation's strategic direction and context.
- Monitor our performance through execution of our management system procedures, internal audits, KPI collection and management review to drive process performance and continual improvement
- Promote continual improvement by learning from incidents and near misses and encouraging proactive reporting and corrective action.

The Managing Director Ross Thomson has overall responsibility for health and safety and for ensuring this policy is implemented effectively. All workers have a legal duty to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions, and to cooperate with the company on health and safety matters.

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Managing Director

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