

AEM Limited is predominantly a Maintenance, Repair and Overhaul service provider for the Aerospace and Military Industries, our implemented management system is aligned to a multitude of international accredited standards to ensure that our customers receive Quality / Safe products maintained by an engaged workforce who are considerate to reducing our environmental impacts.

The AEM Vision is to be The First Choice for MRO. To achieve this goal, the senior management, recognise that the company must maintain QEHS systems and meet / exceed our compliance obligations.

To this effect the company is committed to:

- Ensuring all personnel are aware of their duty to comply with QEHS compliance obligations.
- Continually improving the effectiveness of the QEHS management systems and setting / reviewing objectives in the annual management review.
- Nurturing a 'Just Culture' where errors, non-compliances, incidents and near misses are freely reported and the ethos of Safety, Human Factors, Right First Time, and Environmental Protection are embedded throughout the organisation.
- Ensuring that QEHS standards are not reduced due to commercial imperatives.
- Including QEHS consideration in all our business strategies and initiatives.
- Considering the wider global impact of all our activities including those of our suppliers, customers, and stakeholders.
- Protecting the environment by preventing pollution whilst promoting reduction of waste and consumption of resources.
- Engage with our suppliers and customers with consideration to life cycle impacts of their aspects and activities.
- Embrace and aspire to achieve AEM's core Values to support and drive Quality, Environmental, Health and safety practices.
- Embracing auditing against the commitments and encourage personnel to cooperate with the auditors.
- Foster a learning environment to develop and ensure QEHS / Human Factors remains a key deliverable for the AEM team.

Communicating the policy to all employees and stakeholders.

Signed



Name

ANDY WHEELER

Dated

11-03-2021

Accountable Manager for and on behalf of AEM Limited