

Gael Energy Ltd was established to serve the ever-increasing demand for renewable energy maintenance. With a large scope of invaluable industry experience, we adapt our services to meet our customer's needs, and conduct our business in a manner which assures the health and safety of our employees and the public, protection of the environment while providing a high standard service to our customers.

All employees within Gael Energy have a responsibility for their own and their colleague's health and safety and protecting the environment whilst ensuring the quality of their own work. Management have responsibility for all matters relating to Health and Safety, Quality and the Environment and setting realistic and achievable targets and objectives.

As a minimum we will comply with all legislation and industry-accepted standard of practice wherever we operate.

**Gael Energy is committed to:**

- Eliminating hazards and reducing Occupational Health risks by:
- Preventing injury and ill-health to employees as a result of workplace activities
- Mitigation of the adverse impacts of foreseeable hazards through effective risk management controls
- Providing a structure for health and safety workplace
- Create a safe and healthy working environment that preserve the environment
- Commitment to prevention of pollution
- Developing and implementing systems and procedures designed to comply with applicable law, legislation licensing requirements.
- Identifying, analysing, and managing health and safety risks and environmental impacts arising from Gael Energy activities
- Providing safe workplaces, equipment, and systems to work
- Preventing, responding to, and effectively managing emergencies
- Monitoring, auditing and continually improving HSEQ performance through regular review of our objectives and targets and the implementation of corrective and preventive actions.
- Empowering all employees and provide an effective two-way communication with employees regarding QHSE arrangements to encourage employment involvement
- Commitment to consultation & participation of workers and where they exist, workers representatives
- Provide adequate information, instructions, training, and supervision to ensure the health and safety of employees and others, and to develop a competent workforce.
- To pursue improvements in methods, standards, tools etc, by setting reviewing and communicating quality objectives to develop the business and respond to changing market requirements.
- To efficiently provide services at a quality consistent with a professional qualified in providing such a service to ensure customer satisfaction.

**Leadership and Accountability**

- Responsibilities have been established at all levels within the company for HSEQ management.
- Expect all managers to lead by example.
- Management is responsible and accountable for the implementation and enforcement of policies and procedures.

**Employee Responsibility**

Gael Energy employees are empowered and have an obligation to:

- STOP any activity that may have a negative impact on Health, Safety, Environment or Quality
- Conduct themselves in accordance with HSEQ requirements.

**Hamish Campbell**  
 Managing Director  
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