



FIN-POL-018

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# Health, Safety & Environment Policy

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*A structured approach to protecting  
confidential and sensitive information*

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**Finova Policy**

*Built on Integrity, Discipline and Trust*

December 2025

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## Document Control

Item	Detail
<b>Policy Owner</b>	Finova Management
<b>Approval Authority</b>	Chief Executive
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<b>Review Cycle</b>	Annual
<b>Current Version</b>	V2.0

### 1. Policy Statement

Finova is committed to protecting the health, safety, and wellbeing of those involved in or affected by its activities, and to conducting its operations in a manner that is environmentally responsible.

This policy sets out how Finova approaches health, safety, and environmental considerations across its activities, recognising that responsible conduct extends beyond legal compliance to broader duties of care.

### 2. Our Approach to Health, Safety and Environment

Finova adopts a risk-aware and proportionate approach to health, safety, and environmental matters, reflecting the nature of its activities, the environments in which it operates, and the parties with whom it engages.

Health, safety, and environmental considerations are integrated into decision-making rather than treated as a standalone or procedural exercise. Finova seeks to anticipate and manage risk before harm occurs, rather than responding after the fact.

### 3. Health and Safety Considerations

Finova is committed to providing a safe working environment and to avoiding practices that could reasonably expose individuals to harm.

In practice, this means that Finova:

- considers health and safety risk when engaging in activities or partnerships,
- expects safe systems of work where activities involve physical or operational risk, and
- will not proceed with engagements where health or safety risks cannot be reasonably managed.

Finova expects those acting on its behalf to take personal responsibility for their own safety and the safety of others.

### 4. Environmental Responsibility

Finova recognises that its activities may have environmental impacts, whether directly or indirectly.

The firm seeks to minimise adverse environmental impact by:

- considering environmental factors when making engagement decisions,
- avoiding practices that cause unnecessary environmental harm, and
- working with partners who demonstrate responsible environmental behaviour.

Where environmental risk is significant, Finova applies enhanced scrutiny and may decline engagement where impact cannot be responsibly managed.

## 5. Third Parties and Operational Activities

Finova recognises that many health, safety, and environmental risks arise through third-party activities rather than directly through its own operations.

Where Finova engages third parties or partners, it expects them to operate in a manner consistent with applicable health, safety, and environmental requirements and good practice. Finova will not engage where such standards cannot be reasonably assured.

## 6. Governance and Oversight

Responsibility for health, safety, and environmental oversight sits with Finova's management, supported by appropriate escalation and review mechanisms.

Concerns relating to health, safety, or environmental risk are addressed promptly. Where appropriate, Finova may pause or disengage from activities to prevent harm.

## 7. Alignment with Recognised HSE Principles

Finova's approach to health, safety, and environmental management is informed by recognised health, safety, and environmental principles, including those reflected in international frameworks such as ISO 45001 and ISO 14001.

References to such frameworks guide approach and judgement, without implying certification or formal accreditation.

## 8. Review and Continuous Improvement

This policy is reviewed periodically to ensure it remains appropriate, effective, and aligned with Finova's activities and operating environment.

As operational practices, risk exposure, and environmental considerations evolve, Finova's approach to health, safety, and environmental responsibility will adapt accordingly.



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