

IM02 – QHSE Policy

(ISO 9001:2015, Clause 5.23, ISO 14001:2015, Clause 5.2, ISO 45001:2018, Clause 5.2)

We have established this QHSE policy to be consistent with the purpose and context of our organisation. It provides a framework for setting and reviewing Quality, Environmental and Occupational Health and Safety objectives in addition to our commitment to satisfy applicable customers', regulatory and legislative requirements as well as our commitment to continually improve our management system.

Customer focus: As an organisation, we have made a commitment to understand our current and future customers' needs; meet their requirements and strive to exceed their expectations. We provide a bespoke service with the flexibility in our product offering to target a customer's specific needs.

Leadership: Our Top Management have committed to creating and maintaining a working environment in which people become fully involved in achieving our objectives.

Engagement of people: As an organisation, we recognise that people are the essence of any good business and that their full involvement enables their abilities to be used for our benefit.

Process approach: As an organisation, we understand that a desired result is achieved more efficiently when activities and related resources are managed as a process or series of interconnected processes.

Improvement: We have committed to achieving continual improvement across all aspects of our quality, environment and WH&S management systems; it is one of our main annual objectives.

Evidence-based decision making: As an organisation, we have committed to only make decisions relating to our IMS following an analysis of relevant data and information.

Relationship management: The Company recognises that an organisation and the relationship it has with its external providers are interdependent and a mutually beneficial relationship enhances the ability of both to create value.

WH&S Performance: We are committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health appropriate to the nature of our WH&S risks to which workers and others are exposed; eliminating hazards and reducing WH&S risks and consulting and participating with workers and where they exist, workers' representatives on WH&S issues.

Environmental Performance: We are committed to protecting the environment, including preventing pollution, to using resources sustainably, to minimising greenhouse gas emissions and to protecting biodiversity and ecosystems.

Our policy is also to meet the requirements of other interested parties and in meeting our social, environmental, charitable, regulatory and legislative responsibilities.

We have produced Quality, WH&S and Environmental objectives which relate to this policy and they can be found in document IMR04 IMS Objectives.

This policy is available/communicated to all interested parties as well as being made available to the wider community through publication on our Website, Company Noticeboard and Intranet.

Authorised by:

Position: *Managing Director*

Date Approved:

Review Date: