

SSHEQ Integrated Policy

(ISO 9001:2015, ISO 14001:2015 & OHSAS 18001:2007)

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We develop, design and deliver interdisciplinary projects; from technical solution to complex challenges that support a sustainable future. We work alongside clients to develop their strategies and plans providing the services they need to unlock opportunities.

We design for outcomes that realise value for clients and make a difference in communities. From single projects to large-scale programmes of work we deliver against our client's objectives and are adept at working in complicated or highly regulated environments.

We are now part of the Tetra Tech group. As part of the Tetra Tech team – 20,000 people in over 450 global locations – we can achieve more for our clients, through a wider alliance of services and industry expertise across our markets and by embracing the **Leading with Science**® approach enabling us to address our clients most complex needs.

This Integrated Management System policy statement is communicated to all employees at all levels throughout our organisation via training and regular internal communications. Employee understanding of our policies and objectives is determined during internal audits and other methods deemed appropriate

We are committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and responsibility to the communities within which we operate. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

Top management are committed to ensuring the Integrated Management System is adequately resourced and subject to continued improvement.

1.0 PEOPLE

We are committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within our communities. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. We commit to:

1. Creating and nurturing an environment of success based on honesty and integrity
2. Empowerment through training and communication
3. Individual growth and equal opportunity
4. Designing and providing a safe and secure work environment

2.0 TRAINING

Competencies and the attitudes of individuals and teams will be developed to support safe and healthy working conditions, protecting the environment and preserving our organisation's assets. The required training will be planned through employee appraisals, need identification and client requirements. The competency of contractors and sub-Contractors will be confirmed through contractual requirements and monitored through audits and inspections.

3.0 CUSTOMER

Our vision is to exceed customer expectations for quality, safety, sustainability, cost, delivery and value. Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

4.0 COMMUNITY

We are committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behaviour in our employees and suppliers.

5.0 QUALITY

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavour to provide processes that ensure we achieve this in order to build a robust and world class business.

We are committed to achieving competitive excellence and providing our customers with products and services designed, produced and maintained to meet or exceed their expectations by:

1. Complying with all customer, statutory, regulatory & compliance requirements
2. Enabling employees to achieve business and professional goals
3. Implementing and maintaining Management Systems that are compliant with the requirements of BS EN ISO 9001:2015, BS EN ISO 14001:2015 and OHSAS 18001:2007 with the aim of enhancing our quality, environmental and health & safety performance
4. Continually improving our processes via our Integrated Management System
5. Ensuring our principles, processes and procedures are followed through internal audit and regular UKAS certified independent assessment
6. Extending our QMS practices throughout our Supply Chain
7. Setting measurable Quality, H&S and Environmental objectives and targets consistent with the requirements of our policy statement.

6.0 OCCUPATIONAL HEALTH & SAFETY

We recognise our responsibilities with regard to ensuring the safety and welfare of our employees and preventing accidents in its operations. We are committed to eliminating hazards and reducing risks thus ensuring the health and safety of employees and contractors wherever they may be working.

All accidents and near misses are investigated to prevent re-occurrence.

We shall establish, implement and maintain a process(es) for consultation and participation of workers at all applicable levels and functions, and, where they exist, workers' representatives, in the development, planning, implementation, performance evaluation and actions for improvement of the OH&S management system.

An additional sub-policy is available which expands on the Health & Statement above breaking down our Health & Safety activity in greater detail.

7.0 ENVIRONMENTAL MANAGEMENT:

We support the conservation of the physical environment and the prevention of pollution at our facilities and places of work. We proactively comply with all applicable safety, environmental, legal regulatory requirements to which we subscribe.

We will ensure that our Integrated Management System and associated processes are effective through a comprehensive compliance monitoring programme. The audits will consider facilities, systems, equipment, contractors and sub-contractors. All follow-up and corrective action activities will be tracked via the SSHEQ team and reported to an agreed timescale and methodology including an annual Management Review.

As part of our policy and commitment to continual improvement, this policy statement is reviewed and re-issued annually as a minimum

Approved by:



Craig Hatch
Managing Director - GB Region

Dated 04 August 2020



Michael Scott
Head of Ireland Region

Dated 04 August 2020