

# Tetra Tech WYG-OU SSHEQ Integrated Policy

(ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018)

**Approved by**



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## TABLE OF CONTENTS

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<b>FOREWORD .....</b>	<b>1</b>
<b>1.0 PEOPLE .....</b>	<b>1</b>
<b>2.0 CUSTOMER .....</b>	<b>1</b>
<b>3.0 COMMUNITY AND ENVIRONMENT .....</b>	<b>1</b>
<b>4.0 OCCUPATIONAL HEALTH &amp; SAFETY .....</b>	<b>2</b>
<b>5.0 QUALITY .....</b>	<b>2</b>

## FOREWORD

We develop, design and deliver interdisciplinary projects; from technical solutions to complex challenges that support a sustainable future. We collaborate with 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 part of the Tetra Tech group. As part of the Tetra Tech team – 27,000 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<sup>®</sup> 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 a dedicated SSHEQ SharePoint site. This policy is also available to other interested parties.

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:

## 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. Prevention of accidents and incidents.
5. Designing and providing a safe, healthy and secure work environment.

## 2.0 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.

## 3.0 COMMUNITY AND ENVIRONMENT

WYG-OU is 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. We support the conservation of the physical environment and the prevention of pollution in the work that we do, and as such, our environmental commitments include:

1. Protection of the environment.
2. Conformity to compliance obligations.
3. Continual improvement.
4. Prevention of pollution and sustainable use of resources.
5. Climate change mitigation and adaptation.
6. Protection of biodiversity and ecosystems.
7. Other specific commitment(s) relevant to our context.

## 4.0 OCCUPATIONAL HEALTH & SAFETY

WYG-OU is committed to satisfying all legal and other requirements and to applying the hierarchy of controls to OH&S risks. We proactively comply with all applicable occupational health and safety, legal and regulatory requirements to which we subscribe in order to:

1. Prevent accidents and work-related ill health by eliminating hazards and reducing risks enabling us to better manage health and safety in the workplace.
2. Provide clear instructions and information, and adequate training, to ensure employee competence.
3. Engage and consult with employees on day-to-day health and safety conditions.
4. Implement emergency procedures in case of fire or other significant incidents.
5. Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure the safe storage and use of substances.

We have established, implemented and maintain a forum for consultation and participation of workers at all applicable levels and functions, 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.

## 5.0 QUALITY

WYG-OU is 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 and regulatory 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 ISO 45001:2018 with the aim of enhancing and improving our quality, environmental and health & safety performance.
4. Continually improving our processes via our IMS.

5. Extending our IMS practices throughout our Supply Chain.
6. Identifying quality assurance and control deficiencies that may affect the quality of our work and resolving these deficiencies expeditiously.
7. Ensuring our principles, processes and procedures are followed through internal audit and regular UKAS accredited independent assessment.