



## INTEGRATED BUSINESS MANAGEMENT POLICY FOR QUALITY, ENVIRONMENT, HEALTH AND SAFETY

Clockwork Group, being the holding and all operating companies, is committed to the continual improvement of its management and operations, providing a quality service and minimising any adverse effects we might have on the environment whilst ensuring that occupational health and safety of all persons involved with our organisation are controlled and managed effectively.

We recognise the contribution that we can make in managing all these issues and accept our responsibilities as demonstrated by our particular commitment to:

- Monitoring, developing and improving our integrated business management system and processes to meet the recognised standards BS EN ISO 9001:2008, BS EN ISO14001:2004 and OHSAS 18001:2007, PAS 99:2006, BS 8522:2009, BS EN 12522:1998, and BS EN 14873-1,2:2005 in the areas of quality, environment, health and safety.
- Complying with applicable laws and regulations and any other requirements to which the company subscribes that relate to quality of service, environmental aspects and our occupational health and safety hazards.
- Ensuring that this policy is available on request for any organisation or person.
- Working closely with our contractors, suppliers, customers, stakeholders and any other persons that are working for and on behalf of our organisation to ensure that they understand our practices and processes and their individual quality, environmental and occupational health and safety obligations.
- Ensuring that this policy is communicated to all employees and that they understand their obligations.
- Actively encouraging employees to suggest initiatives to improve quality, environmental and occupational health and safety performance and awareness at all levels.
- Ensuring that there is a commitment at all levels to prevent injury and ill health.
- Ensuring that material and waste is carefully stored to prevent pollution.
- Striving to minimise nuisances such as dust, odour, noise and vibration resulting from our activities.
- Applying the principles of reduction, reuse and recycling to our operational processes and services.
- Ensuring that this policy is used as a framework for setting and reviewing objectives.
- Reviewing this policy regularly to ensure continuing suitability.

Signed

A handwritten signature in black ink, appearing to read "John Courtenay Morison", written over a horizontal line.

John Courtenay Morison  
Group Chairman