

Integrated Management Policy

It is the objective of the senior management team of Thames Reinforcements Ltd, to become an exemplary company, in championing good and ethical business practice and good governance in all our activities within our industry. We shall achieve this by living the values, respecting the needs, expectations, social & economic wellbeing of all our stakeholders whilst taking advantage of every opportunity of increasing engagement with the stakeholders.

We recognize that Health, Safety, Environment, Quality & Sustainability are essential components for our business performance and we are committed to continual and effective improvement whilst at the same time complying, as a minimum, with appropriate legislation, regulation and any other requirements that we subscribe to. As part of our commitment to continual improvement, we shall consistently set measurable objectives and targets in line with this policy.

We wish to achieve and maintain a proactive integrated system which will meet the exacting requirements of ISO 45001, ISO 14001, ISO 9001 and Sustainability. This will support us in the delivery of a high standard of product and uphold our commitment of a genuinely sustainable company & we will commit to continuously improve the sustainability level of our sourcing.

We will continue to carry out our activities for which we are responsible, in a way that provides a quality product, in safe and healthy conditions, preventing the risk of injury and ill-health to anyone with due consideration to eliminate hazards, reduce risks and minimize the impacts on the environment in which we operate. We will also identify and encourage positive consequences of our business by actively adopting and promoting the concepts of sustainability and by committing to the prevention of pollution.

The management of Health, Safety, Environment, Quality & Sustainability issues is a prime responsibility at all levels throughout the company. We will ensure that adequate and appropriate resources are made available to implement the procedures and that they are properly communicated and understood.

We will continue regularly and systematically to review the development needs of our employees. We will ensure they receive the appropriate training and experience to enable them to understand their roles and responsibilities and to undertake their duties properly. Employees will be encouraged through our participation scheme, to become involved in all company activities, to take an active role in all aspects of Health & Safety, Environmental, Quality & Sustainability issues as well as their own personal progression.

We will actively encourage initiative and pursue the adoption of best practice within the developing culture where competent and motivated employees are consulted throughout. This will promote commitment to and ownership of the policy, company procedures and systems.

Management Commitment

All management of Thames Reinforcements Ltd are committed to continuously improving the effectiveness of the Management System. We require all staff to be proactive in the use and identification of improvement to the processes and procedures to which they must work. The continuing adequacy and effectiveness of the Management System, including this policy statement, will be reviewed during regular Management Reviews.

Signed *DCoraty* Des Conaty (Operations Director) Dated **15/12/2020**