

Watermiser Ltd., hereafter referred to as the “Company”, is committed to meeting the needs of our clients by delivering high quality products, engineering solutions and maintenance services whilst minimising our impact on the environment and ensuring the safety of employees and others affected by our activities, products and services.

Watermiser, along with sister Company Dustacco Engineering Ltd, will implement a joint integrated Quality, Environmental & Safety Management System (IMS) which meets the requirements of BS EN ISO 9001:2015, BS EN ISO 14001:2015 and BS ISO 45001:2018.

Ultimate responsibility for formulating the Quality, Health, Safety and Environmental Policy and ensuring adequate resources for its implementation lies with the Managing Director, however all managers, supervisors and staff will take steps to ensure our responsibilities are met, paying particular attention to:

- Compliance with all applicable legal requirements as a minimum standard.
- Identifying and assessing the safety and environmental risks associated with our activities.
- Adopting the principles of **corporate social responsibility** through consistent application of our **vision & values** and abiding by the provisions of the Modern Day Slavery act.
- Providing and maintaining safe premises, plant and equipment.
- Implementing safe systems of work to prevent injury, ill health and environmental pollution.
- Providing adequate information, instruction, training and supervision to enable our employees to carry out their work safely without risk to the environment.
- Preventing pollution through the minimisation of emissions to air, land and water.
- Reducing waste going to landfill through promotion of reduction, re-use and recycling.
- Monitoring our performance through regular audit and inspections and by establishing relevant key performance indicators (KPI’s).
- Reviewing and monitoring levels of customer satisfaction.
- The pursuit of continuous improvements in QHSE performance.

We seek to achieve the above objectives and principles by applying our vision and values which are:

<b>Our vision:</b>	To be recognised as a stand-out business and employer in our field, consistently raising standards and making a difference.
<b>Our values:</b>	<ul style="list-style-type: none"> <li>• RESPECT - behaviours.</li> <li>• EXCELLENCE - efficiency, quality and compliance for profitable sustainability.</li> <li>• PROFESSIONAL CURIOSITY AND FLAIR - attitude, adding value and innovation.</li> <li>• SOCIAL INCLUSION - community, social responsibility, wellbeing, training and development.</li> </ul>

We actively promote our vision and values to help ensure that all of our employees share them and this aligns with their duty to:

- Adhere to all of the requirements laid down within the companies policies and procedures.
- Report any accidents, incidents, near misses, environmental or quality issues which occur.
- Actively engage in any communications, consultation and training programmes conducted by Watermiser.
- Openly volunteer and discuss issues to improve QHSE performance.
- Take all practical steps to safeguard their own and others’ safety whilst protecting the environment and ensuring the quality of the products and services delivered.

The management enlists the support of all employees to assist in the implementation of this QHSE Policy and encourages open communication and consultation to facilitate the development of the IMS and improvement in our business. Our employees are a key resource and have a vital role in meeting our objectives and the implementation and development of our IMS. The policy will be communicated to our employees at regular intervals.

This QHSE policy is reviewed every 12 months, or as necessary, and any revisions will be brought to the attention of employees by the appropriate means.

## **Modern day slavery and human trafficking policy**

The Company acknowledges the provisions of the Modern Slavery Act 2015. It will ensure sufficient due diligence is carried out to ensure there is no participation in any act of modern-day slavery or human trafficking either within its own organisation, or that of any suppliers of goods or services to the Company. The processes for ensuring this will be transparent.

The Companies supplier approval process will incorporate a suitable and sufficient review of any relevant policies and procedures implemented by the supplier, with the understanding that imported goods from sources outside the UK and EU are potentially more at risk of slavery and human trafficking issues.

The Company will not knowingly support or deal with any business involved in slavery or human trafficking.

This QHSE policy is reviewed every 12 months or as necessary and any revisions will be brought to the attention of employees by the appropriate means.

Signed:



Date: 25/02/2019

*Alison Somerville, Managing Director*