
**Integrated Management System (IMS) Policy Statement
(Incorporating Health, Safety, Environment & Quality – HSEQ)**

Rev 6

IMS-PO-001

WM Donald Ltd is a provider of civil engineering and utility services to the public and private sector. We are committed to providing our customers with the standards of product and service that meet or exceed their requirements. In doing so, we are committed to preventing injury, ill health and pollution by providing a working environment that is safe, healthy and without unacceptable risk. We recognise the importance of Health, Safety, Environment and Quality (HSEQ) considerations and the potential impact on; the scope of service to our customer, our employees and business practices and the surroundings and environment in which we operate.

WM Donald will achieve this commitment through effective leadership, communication and implementation of the Integrated Management System. Every person who works for the Company is responsible for proactive involvement in the management system processes relative to their role and competence. The Senior Management Team is accountable for the implementation of this Policy and the management of HSEQ on a day-to-day basis.

At WM Donald we promote a culture where we look out for one another and challenge any unsafe behaviour or workplace condition. No person will undertake work unless they are satisfied that what they are about to do is safe.

Simply stated, our aim is:

“Service excellence, No Accidents, No harm to people, No harm to the environment”

We will:

- Have processes and procedures in place that control business risks arising from its undertakings
- Continually review and communicate our IMS policy to all employees and stakeholders as well as making it available to all interested parties via our website.
- As a minimum, comply with all applicable; legal, customer, industry and other relevant requirements.
- Provide all the necessary resources including financial, technological and human as well as safe plant and equipment, to enable our work to be undertaken safely and effectively and enhance environmental performance where possible.
- Set HSEQ objectives which are appropriate to the context of our activities. Objectives and business performance will be reviewed on a regular basis.
- Eliminate hazards, reduce risk and ensure appropriate and proportionate control measures are in place.
- Manage the environmental impacts of services and products, and assess our activities and identified significant environmental aspects and impacts.
- Protect the environment, prevent pollution, and will seek to ensure waste materials are segregated and disposed of via the best possible environmental route.
- Consult and communicate with workers, stakeholders and relevant interested parties about any HSEQ matters that may affect them.
- Ensure that adequate information, instruction and training is provided for all employees, and that appropriate levels of competence are maintained.
- Report and investigate all incidents and non-conformances to establish root cause and identify effective actions to prevent reoccurrence and ensure continual improvement of the Integrated Management System, performance and overall service delivery.

Willie Donald
Managing Director



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