

Integrated Quality, Health, Safety and Environmental Systems Policy Statement

Our vision is to be the most highly regarded consultant in the property and construction industry, offering a professional, efficient, reliable and cost-effective service, working in partnership with others, in achieving client satisfaction and enhanced market status. To attain this, the Partnership will:

- Ensure that this policy is implemented, understood and maintained at all levels in the Partnership with information readily available to all staff via the Business Management System (BMS);
- Proactively share knowledge and learning thus enabling continual improvement;
- Seek to make the most of employees' knowledge and experience through consultation and participation, and recognise the contribution they make and foster a safe culture of team working and dialogue across the Partnership;
- Develop and train staff to ensure continued attainment of our policies, procedures and our objectives;
- Communicate and promote Pick Everard's goals and performance throughout the firm and with the companies that work with us and develop mutually beneficial relationships with these companies;
- Regularly assess the aspects of our operational work and their impacts on employee health and safety and the environment, including associated business risks, opportunities and controls;
- Commit to the prevention of injury and ill health by the effective control of health, safety and welfare achieved through active management and the co-operation of all our staff;
- Encourage all employees to contribute towards our integrated quality, health, safety and environmental policy and BMS by raising concerns and observations to the Compliance and Performance Team;
- Commit to complying with relevant legislation, regulations and other requirements and to continually improve the efficiency and effectiveness of our operating processes and management systems whilst balancing the needs of our stakeholders;
- Commit to taking steps to prevent pollution and operate in a sustainable manner.
- Maintain the requirements, standards and specifications of ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 27001, ISO 19650, liE, liP, Verify and SafeContractor.
- Under ISO 9001, businesses are required to consider the relevance of climate change risks when determining the need and expectations of interested parties. A PESTLE (political, economic, social, technological, legal, and environmental) analysis has been conducted to determine our impact on climate change.
- Understand customer's needs and expectations in terms of quality, health, safety and environment and help them achieve these.
- Wherever practical, work to the benefit of environmental and community issues in those areas where we can have an influence.

This policy will be reviewed annually as a minimum.

Signed for the Partnership:



Duncan Green
Chief Executive Officer