

# INTEGRATED MANAGEMENT SYSTEM POLICY

The management of **Naidu Consulting** recognises the impact that our activities, in the fields of Civil, Structural, Water and Social Engineering; may have on people and the Environment.

Our division heads share a passion for excellence and commitment to the company's vision and mission statements. The combination of experienced and young aspiring professionals is the platform for our aspiration for innovation, community development and quality.

Naidu Consulting will be a leading provider of quality, economic and innovative engineering solutions that will be renowned for social and environmental awareness.

The company is committed to the continuous review and improvement of our Integrated Management System (**IMS**) performance. The system is focused on prevention of pollution, injuries & illness, the promotion of Health & Safety actions and effective Quality management.

Safety, Health and the protection of the Environment will form an integral part of our planning and decision making at our organisation. We will manage our operations, in an ethical manner that strikes an appropriate and well-reasoned balance between Economic, Social and Environmental needs.

Our policies, procedures & objectives will include the provision of effective process management, protection of employee's health and safety, aiming to promote a positive and engaged culture throughout the business.

We will continue to work towards our goals of zero incidents, no damage to the environment & effective quality management. To achieve this, we will:

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| <ul style="list-style-type: none"><li>✓ Ensure compliance with all local and national legislation &amp; regulations and international standards applicable to our business;</li><li>✓ Drive a program of continual improvement in all aspects of our <b>IMS</b> by setting, monitoring and updating objectives at all levels;</li><li>✓ Addressing the needs &amp; expectations of our customers and other interested parties;</li><li>✓ Naidu Consulting will constantly strive to provide professional engineering services promptly and efficiently, which are always mindful of our clients, stakeholders and community needs;</li><li>✓ Promote a consultative approach, encouraging and recognizing staff input into <b>IMS</b> issues, actively promoting the reporting of all accidents, incidents and near misses for the benefit of all;</li><li>✓ Lead by example integrating <b>IMS</b> responsibilities into everyday working practices;</li></ul> | <ul style="list-style-type: none"><li>✓ Ensure employees are aware of their personal responsibilities through training and awareness;</li><li>✓ Monitor all aspects of the <b>IMS</b> via inspection and auditing, both internally and by external parties;</li><li>✓ Ensure that all risks that could affect these goals are identified and eliminated, if not possible, reduced to an acceptable level and then controlled;</li><li>✓ Prevent environmental pollution and conserve natural resources wherever possible;</li><li>✓ Provide adequate resources to ensure the <b>IMS</b> can be achieved and maintained;</li><li>✓ Complete systematic reviews of all incidents and share all key findings to improve current working practices to prevent future recurrences; and</li><li>✓ Review this policy on a regular basis, when significant change to the business occurs or following an incident to ensure that it remains suitable &amp; sufficient to the needs of the Company and other interested parties.</li></ul> |
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## Responsibilities

It is the primary responsibility of the company's management supported by the Board of Directors to ensure full and effective compliance with this policy. They will establish and monitor the organization as well as the arrangements for those areas and activities over which they have control and responsibilities.

All persons entering Naidu Consulting offices have a duty to take reasonable care of themselves and other persons who may be affected by their actions.

Full and effective compliance with the legal duties placed on Naidu Consulting can only be achieved with the active involvement of all its workforce. This requires the full support and cooperation of all employees and contractors.

This policy applies to and will be communicated and made available as appropriate to all employees, contractors and others engaged in work for or managed by Naidu Consulting.

  
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Managing Director

06/01/2021  
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Date