

Integrated Management System (IMS) Policy

Purpose

This policy defines the commitment of Tecto Group Ltd to implement, maintain, and continually improve an Integrated Management System (IMS) that aligns with the requirements of applicable international standards, including **ISO 9001 (Quality Management)**, **ISO 14001 (Environmental Management)**, and **ISO 45001 (Occupational Health & Safety Management)**.

Scope

This policy applies to all employees, contractors, and stakeholders involved in **Tecto Group Ltd** activities, products, and services across all locations.

Our Commitments

Tecto Group Ltd is committed to:

1. Quality Excellence

- 2. Consistently meeting or exceeding customer and stakeholder requirements.
- 3. Delivering products and services that are fit for purpose, reliable, and continually improved.

4. Environmental Protection

- 5. Protecting the environment by preventing pollution and minimizing environmental impacts.
- 6. Promoting efficient use of resources, waste reduction, and sustainable practices.

7. Occupational Health & Safety

- 8. Providing safe and healthy working conditions to prevent work-related injury and ill health.
- 9. Eliminating hazards and reducing OH&S risks through effective controls and consultation.

10. Legal and Other Requirements

- 11. Complying with all applicable legal, regulatory, and other requirements related to quality, environment, and occupational health & safety.

12. Risk-Based Thinking

- 13. Identifying, assessing, and managing risks and opportunities that could affect quality, environmental performance, and worker health and safety.

14. Continual Improvement

- 15. Setting measurable objectives and targets to enhance IMS performance.

16. Continually improving the effectiveness of the Integrated Management System.

17. Employee Involvement and Competence

18. Consulting with and involving workers and their representatives.

19. Ensuring employees are competent through training, awareness, and engagement.

Responsibilities

- **Top Management** is accountable for leadership, strategic direction, and ensuring the IMS is integrated into business processes.
- **Managers and Supervisors** are responsible for implementing this policy within their areas of control.
- **All Employees and Contractors** are responsible for complying with the IMS and contributing to its effectiveness.

Communication and Availability

This policy is communicated to all persons working for or on behalf of and is made available to relevant interested parties. The policy is reviewed periodically to ensure its continued relevance and effectiveness.

Approval

This IMS Policy is endorsed by top management and supports the strategic direction of

Date:

Contact Name:

Company Name: Position:

Address:

..... Postcode:

Signature: