

**IMS Policy**

Kilmac Ltd are now recognised as one of Scotland's leading Civil Engineering & Building Contractors and have an extensive knowledge of all types of Civil Engineering projects. We are not the biggest, but we are still striving to be the best by continually developing our workforce and continually improving project delivery.

Kilmac Ltd (The Organisation) will use Annex SL as a means of integrating the elements of our business management systems. The Organisation's policy is to design, develop, implement and maintain an integrated Management System (IMS) to achieve our Vision and Values, to business strategy and sustainability goals.

**Commitment**

- Enhance the effectiveness of our current management systems through integration into the IMS
- Allocate necessary resources to comply with standards to which we are certified and continually improve our management systems
- Comply with all relevant Health & Safety and Environmental legal requirements
- Understand and fulfil our client expectations and wherever possible, strive to exceed them whilst preventing pollution, protecting the environment, and preventing injury and ill health
- To consult with employees on matters of affecting their health and safety

**Implementing**

Our commitment for maintaining our highly effective IMS is based on our business principles of measuring and planning for continual improvement in Quality, Environment, Health & Safety, and all other areas of the business. This is achieved by establishing objectives and measuring performance using supporting KPI's.

**Assurance and Continuous Improvement**

We will develop and maintain a robust internal audit program for our IMS. Regular risk and data analysis is undertaken as a way of identifying and implementing business improvements. The company is also extremely proactive with training to meet our requirements for continual workforce improvement.

We continually review the suitability of our IMS policies, procedures, and working practices in conjunction with demands and expectations from our customers, employees and any person working under the company's control. This will be done to ensure that they are appropriate to the nature and scale of the company's activities, products, services and risks.

**Communication**

Kilmac Ltd shall ensure all Employees are aware of their responsibilities for Quality, Health, Safety and the Environment. This policy, that management system and management programme, will be reviewed and updated annually.

This Policy Statement will be prominently displayed on all sites, offices, on the company website and will be made available to interested parties on request.

Signed \_\_\_\_\_

Name: RICHARD KILCULLENDate: 8.3.23