

# Safety, Health Environment & Quality Policy

ICS is committed to achieving sustainable, profitable growth by providing integrated planning, management and engineering services in transport, property, environment and natural resources sectors which consistently satisfy the needs and expectations our interested parties, the company recognizes that the above can be achieved sustainably while taking care of the environment in which we operate.

ICS believes that all accidents are preventable, therefore the company commits to providing a safe effective working environment for staff, visitors and other interested Parties.

To demonstrate this high level commitment to Safety, Health Environment and Quality, throughout ICS and its operations, ICS has established, implemented and maintained an Integrated Management System compliant with ISO 9001:2015, 1400:2015 and 45001:2018, and legal requirements

## The Policy

ICS shall:

- Ensure that a safe and secure working environment is provided for employees, other stakeholders and where there is an interface, the general public.
- Ensure that a consistent high quality service is delivered to clients on time and on budget.
- Protect and preserve the environment through the prevention of environmental pollution and minimize waste by ensuring that operations are as efficient as possible;
- Ensure that Safety, Health, Environment and Quality Objectives and programs to achieve the objectives are established, monitored, evaluated and reviewed for continual suitability
- Ensure that all employees are fully aware of all policies, processes, company knowledge and tools, whatever their role.
- Ensure that adequate resources are available for the SHEQ Management.
- Eliminate hazards and reducing of Occupational Health & Safety risks.
- Comply with all local legal, regulatory, statutory, and other applicable requirements.
- Appraise our SHEQ –IMS to ensure continuous improvement through feedback, performance management, Audit, management reviews and change management.
- Promote open and constructive communication, coordination & participation with regards to Safety, Health, Environment and Quality among workers & other interested parties.
- Promote Risk management process throughout the company

## Implementation of the Policy

Overall accountability for the implementation of the SHEQ policy rests with the Board.

Achievement of this policy involves all staff, who are individually responsible for the quality of their work, resulting in a continually improving working environment for all. This policy is provided and explained to each employee through line management.

To achieve and maintain the required level of the IMS, the Director retains overall responsibility and accountability for the SHEQ Integrated Management System.



**Andrew Kasekende**  
Director

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