

OUR MISSION

To provide high quality and safe surfacing and minor civil engineering services on rail infrastructure and public and private sector works.

OUR COMMITMENTS

01. To provide safe and healthy working conditions for the prevention of work-related injury and ill health
02. To deliver environmental protection, prevention of pollution and resource efficiency
03. To as a minimum fulfil our compliance obligations, including for legal, internal and external requirements and the needs and expectations of all interested parties
04. To eliminate hazards and reduce HSQE risks
05. To consult and actively encourage participation of workers in HSQE matters
06. To demonstrate high levels of safety leadership and safety culture maturity
07. To continually improve our systems of work and delivery
08. To not allow other business objectives to compromise our safety objectives.

OUR OBJECTIVES

We will continue to maintain an effective business management system, certified to ISO9001:2015, ISO14001:2015, ISO45001:2018, RISQS and other schemes, that requires that we implement:

01. **Risk Control:** We assess our activities to identify risk and risk control measures.
02. **Information Management:** We effectively manage information, that we understand our compliance obligations and internal and external requirements, and that we control our documentation.
03. **Business Continuity:** We identify business interruption events and establish and implement business continuity and emergency plans to reduce their impacts.
04. **Competency Management:** We provide the necessary human resources to achieve our objectives, and that the people we use are competent in regards having the required skills, knowledge, attitude and experience to achieve our objectives.
05. **Infrastructure:** We provide the necessary infrastructure, work environment and work equipment to achieve our objectives.
06. **Control of Outsourcing:** Where we need to outsource, we select competent partners to deliver our supply and sub-contract needs; we are clear in our purchase requirements; we evaluate supply chain partners compliance and monitor their performance. In regards our material purchases we purchase with a life-cycle perspective, and will aim to buy the safest, technologically, environmentally, and economic practicable solution.
07. **Service Delivery:** We ensure the effective delivery of our services and we manage change and communication effectively.
08. **Performance Monitoring:** We monitor, measure, audit and review our performance.
09. **Improvement:** If we do not meet our objectives, we identify the non-conformity and control, correct and prevent reoccurrence. We strive for continual improvement.

The Management Review process shall be used to establish resources and monitoring regimes necessary to the successful delivery of the above objectives.

We shall communicate this policy through new employee induction, communication to interested parties and through display in reception.

Ultimate responsibility for company compliance and performance is held by Managing Director, Miles Griffiths.

This Policy shall be reviewed as part of change planning, lessons learnt / knowledge transfer, post-incident and annually.

Signed on behalf of Serfis Construction and Engineering Limited,



Miles Griffiths - Managing Director – 15 May 2020

