

# Integrated Management System policy

HR Wallingford operates an **Integrated Management System (IMS)** which meets the requirements of the current version of PAS 99, the specification of common management system requirements as a framework for integration. This system currently combines the management requirements defined in the international standards:

- **BS EN ISO 9001: 2015 Quality Management System**
- **BS EN ISO 14001: 2015 Environmental Management System**
- **BS EN ISO 45001: 2018 Occupational Health and Safety Management System.**

HR Wallingford is committed to continually improving quality, occupational health and safety, and environmental performance whilst consistently meeting our customers' requirements with respect to its scope, which is the provision of analysis, information, research, design and development of test products, advice and support in civil engineering and environmental hydraulics, and in the management of water and the water environment.

The company is committed to proactively:

- Conducting business in such a manner that, as a minimum, ensures compliance with all applicable statutory and regulatory requirements, through a programme of continual improvement.
- Setting objectives and targets that are monitored regularly to assess improvements in:
  - quality performance;
  - safety performance and prevention of work-related injury and ill health;
  - environmental performance, pollution prevention and sustainable growth.
- Ensuring the health, safety and welfare of our employees, customers and any other persons that could potentially be harmed by our operations, activities or products.
- Designing products and processes to be as environmentally friendly as possible, so far as is reasonably practicable, by:
  - sourcing raw materials from responsibly managed and environmentally aware organisations;
  - minimising waste and maximising recovery, reuse and recycling of process wastes;
  - selecting recycled materials for construction, product and packaging.
- Assessing the risks associated with our activities and implementing control measures to ensure, so far as is reasonably practicable, that:
  - the needs and expectations of our customers and other interested parties are met;

- working environments, work equipment and systems of work are safe and without risk to health, safety or the environment;
  - activities are managed in line with best practice to control and minimise adverse environmental impacts;
  - adequate information, instruction, training and supervision are provided to ensure that service levels are consistently high and that contractual needs are met whilst ensuring the safety of employees, customers and others.
- Involving and consulting with employees on matters affecting their health and safety and the environment through Health and Safety and Environmental committees or working groups which review, prioritise and coordinate the implementation of significant recommendations arising from performance monitoring, employee consultation and risk assessment programmes to ensure continual improvement in safety and environmental performance.
  - Raising the awareness of all our employees in order that the benefits of meeting QHSE objectives are understood.
  - Ensuring all employees are made aware of and understand the IMS policy, procedures and supporting documentation, through training and provision of information.

Compliance is confirmed as a result of conducting regular audits and reviews of the IMS to determine its adequacy, and by the continual improvement of our management system performance. This includes at least an annual management review of this policy.

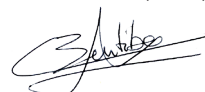
Top management are responsible for ensuring the availability of resources to allow for the continual improvement of the IMS through relevant requirements of the IMS.

This policy is reviewed periodically to take account of applicable local, statutory, regulatory and customer requirements and any changes in work activity. It is available to relevant interested parties via the company's official website.

**Ridha Bentiba**

Chief Executive Officer (Joint), HR Wallingford Ltd

Signed:



Date: 01 July 2025

Review date: 01 July 2027