	ICD EUROPE – INTEGRATED MANAGEMENT SYSTEM POLICY			
	Document Ref:	ICD-E-001		
	Issue No:	2	Revision No	1
	Issue Date:	11/10/23	Revision Date	16/10/24
ICD EUROPE LTD				

Integrated Health and Safety, Environmental, and Quality Policy

Description

Here at ICD Europe Ltd we are committed to continually improving our Health and safety, Environmental, and Quality performance. We aim for excellence in all our activities and have developed our integrated management system which complies with ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 in order to consistently meet and exceed legislative and regulatory compliance requirements as well as our customer needs in terms of products, services and support.


Scope

This policy applies to all employees and stakeholders of ICD Europe Ltd.


Policy Commitments and Aims

This document outlines the commitments of ICD Europe Ltd and forms an integral part of its business strategy through implementation and maintenance of the integrated management system. It is the policy of ICD Europe Ltd that;

1. We operate at all times within the Company's Integrated Management System and subsidiary Management systems, and to meet the requirements of the national and international standards: ISO 9001; ISO 14001; and ISO 45001.
2. It is a requirement for all personnel working in all areas of operation of ICD Europe Ltd to, as a minimum, comply with all legislation as applicable to the operations being performed.
3. Through the operation of the Integrated Management System, we are committed to achieving the client's requirements by delivering our service:
 - Safely;
 - On time;
 - To the agreed price, including variations;
 - To the agreed specifications;
 - Profitably;
 - To meet all relevant statutory and legislative requirements;
 - With full environmental compliance; and
 - In a safe and sustainable way.
4. It is an objective of the IMS to enable continual improvement of the system to be achieved, resulting in reducing the cost of meeting client requirements by "getting it right first time" thereby ensuring customer satisfaction is enhanced at all times. Our objectives are met and monitored through management review meetings.
5. Ensuring all personnel are trained and competent in the operations of the IMS. Employee development, through involvement, training and effective communications, is essential in maintaining customer satisfaction.
6. To achieve customer satisfaction, every employee is charged with the responsibility to continually meet customer requirements and to continually improve quality, in keeping with our objectives.
7. By continuing to improve the ways we treat our employees, customers, and vendors, we will contribute to the mutual business and personal success of all.

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8. An important priority of our operations is to ensure that a safe and healthy working environment exists for all our employees, and that planning for health & safety is made an essential part of managing the business. We aim to achieve this by;
- Fulfilling all compliance obligations including laws, regulations and best practice in terms of health and safety.
 - As far as is possible preventing accidents, injuries and ill health. We aim for a 0 LTIFR.
 - Establishing and maintaining robust emergency procedures.
 - Ensuring the Health, safety and welfare of all employees, visitors, contractors and members of the public or anyone who could be affected by our business activities.
 - Committing to provision of training and education of Safe working practices Our aim is to is to average 20 hours of training per employee in 2025
 - Involvement of employees on all HSEQ matters to review and enact any necessary measures.
 - Provision and maintenance of healthy workplace conditions, going ‘over and above’ to promote healthy lifestyle and high standards of employee welfare. We aim to have an employee retention rate of 95% in 2025.
9. In addition, the Company recognizes that its day-to-day activities have an impact on the environment and is therefore committed, through its IMS continual improvement in pursuing the best environmental practices. We aim to achieve this by;
- Fulfilling all compliance obligations including laws, regulations and other requirements to which the company subscribes.
 - Incorporating our most significant Environment aspects into our decision making and business strategies, aligning with ambitions of Net Zero and our internal objectives.
 - Measure and monitor and report on our performance against our targets and objectives.
 - 0% to landfill and Reduction of total waste by 25% by 2030 in comparison to tons sold through reuse of packaging products, recycling as well as efficient and considered use of resources.
 - Source 100% of electricity from Renewable sources by 2026
 - Reduction of our carbon footprint & GHG emissions through utilization of renewable energy sources and energy efficient technologies. We aim to be carbon neutral by 2040.
 - Ensure the prevention of pollution through responsible disposal of waste, recycling and controls of all emissions.
 - Assessing and monitoring our supply chain to actively promote and encourage sustainable sourcing throughout.
 - Minimize water consumption within the business.
 - Promoting material products from recycled sources, we aim to have 70% of sales to be sourced from recycled material by 2028.
 - Environmental advocacy and sustainable procurement. through engagement with our industry peers, supply partners and all interested parties.
10. Using SMART objectives and, where practicable, measurable targets. These are reviewed annually with all relevant stakeholders, and where appropriate, assigned to relevant members of staff who are given authority and responsibility for their implementation.
11. All incidents where the specified requirements are not achieved, e.g. customer complaints and defects, are reported, investigated, and rectified to provide data for analysis and improvement.

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Review

Within the Company, the suitability and effectiveness of all our policy and management system is reviewed at senior management meetings annually. This policy is communicated to all staff and interested parties on request.

Responsibility for authorizing, implementing and communicating on behalf of ICD Europe Ltd.



Wayne Hawkes

Managing Director

Next Review Due: Oct 2025

