



# PR01-INTEGRATED POLICY STATEMENT

ISO 9001, ISO 14001, OHSAS 18001 and ISO 22301

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## Quality Policy Statement

It is the policy of Oakray Ltd to maintain a quality system designed to meet the requirements of ISO 9001:2015 (or any other standard in line with Annex SL Structure) in pursuit of its primary objectives, the purpose and the context of the organisation.

It is the policy of Oakray Ltd to:

- a) give satisfaction to all of our customers and other stakeholders and interested parties whenever possible, meeting and exceeding their expectations;
- b) comply with all legal requirements, codes of practice and all other requirements applicable to our activities;
- c) the reduction of hazards, prevention of injury, ill health and pollution;
- d) provide all the resources of equipment, trained and competent staff and any other requirements to enable these objectives to be met;
- e) ensure that all employees are made aware of their individual obligations in respect of this quality policy;
- f) maintain a management system that will achieve these objectives and seek continual improvement in the effectiveness and performance of our management system based on "risk".

This quality policy provides a framework for setting, monitoring, reviewing and achieving our objectives, programmes and targets.

Customer service is an essential part of the quality process and to ensure this is fulfilled, all employees receive training to ensure awareness and understanding of quality and its impact on customer service.

To ensure the company maintains its awareness for continuous improvement, the quality system is regularly reviewed by "Top Management" to ensure it remains appropriate and suitable to our business. The Quality System is subject to both internal and external annual audits.

A handwritten signature in black ink, appearing to read "Wayne DeJager".

Wayne DeJager  
Managing Director

Date: 1<sup>st</sup> November 2019



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## Environmental Policy Statement

It is the policy of Oakray Ltd to maintain an environmental system designed to meet the requirements of ISO 14001:2015 (or any other standard in line with Annex SL Structure) in pursuit of its primary objectives, the purpose and the context of the organisation.

It is the policy of Oakray Ltd to:

- a) give satisfaction to all of our customers and other stakeholders and interested parties whenever possible, meeting and exceeding their expectations;
- b) comply with all compliance obligations, codes of practice and all other requirements applicable to our activities including the nature, scale and environmental impacts of its activities, products and services;
- c) the reduction of hazards, prevention of injury, ill health, protection of the environment, including prevention of pollution, sustainable resource use, climate change mitigation and adaptation, the protection of biodiversity and ecosystems and any other specific commitments which are relevant to the context of the organisation;
- d) provide all the resources of equipment, trained and competent staff and any other requirements to enable these objectives to be met;
- e) ensure that all employees are made aware of their individual obligations in respect of this environmental policy;
- f) maintain a management system that will achieve these objectives and seek continual improvement in the effectiveness and performance of our management system based on "risk".

This environmental policy provides a framework for setting, monitoring, reviewing and achieving our objectives, programmes and targets.

Customer service is an essential part of the environmental process and to ensure this is fulfilled, all employees receive training to ensure awareness and understanding of the environment and its impact of the products or service in which we provide.

To ensure the company maintains its awareness for continuous improvement, the environmental system is regularly reviewed by "Top Management" to ensure it remains appropriate and suitable to our business. The Environmental System is subject to both internal and external annual audits.

A handwritten signature in black ink, appearing to read "Wayne Dejager".

Wayne Dejager  
Managing Director

Date: 1<sup>st</sup> November 2019



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## Occupational Health & Safety Policy Statement

It is the policy of Oakray Ltd to maintain an OH&S system designed to meet the requirements of OHSAS 18001:2007 (or any other standard in line with Annex SL Structure) in pursuit of its primary objectives and the purpose and the context of the organisation.

It is the policy of Oakray Ltd to:

- a) Ensure commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health which satisfies the requirements of all of our customers, stakeholders and interested parties whenever possible and is specific to our OH&S risks and OH&S opportunities;
- b) comply with all legal requirements, codes of practice and all other requirements applicable to our activities;
- c) the reduction of hazards, OH&S risks, prevention of injury, ill health and pollution;
- d) provide all the resources of equipment, trained and competent staff and any other requirements to enable these objectives to be met;
- e) ensure that all employees are made aware of their individual obligations in respect of this OH&S policy, and ensure that consultation and participation of workers, to be actively involved in the management of the system and the activities supplied;
- f) maintain a management system that will achieve these objectives and seek continual improvement in the effectiveness and performance of our management system based on "risk".

This health & safety policy provides a framework for setting, monitoring, reviewing and achieving our objectives, programmes and targets.

To ensure the company maintains its awareness for continuous improvement, the OH&S system is regularly reviewed by "Top Management" to ensure it remains appropriate and suitable to our business. The OH&S System is subject to both internal and external annual audits.

A handwritten signature in black ink, appearing to read "Wayne Dejager".

Wayne Dejager  
Managing Director

Date: 1<sup>st</sup> November 2019

## Business Continuity Policy Statement

The organisation recognises that the disciplines of confidentiality, integrity and availability in Business Continuity Management are integral parts of its management function.

The Management of Oakray Limited views these as primary responsibilities and fundamental to the best business practice of adopting appropriate Business Continuity Controls, along the lines laid down in the BS ISO 22301:2012 standard.

It is the organisation's Business Continuity policy to seek to operate to the highest standards continuously and to implement and operate fully BS ISO 22301:2012 standard, including continual improvement, through registration and annual review.

Oakray Limited will:

- a) Comply with all applicable laws and regulations and contractual obligations;
- b) Implement continual improvement initiatives, including risk assessment and risk treatment strategies, while making best use of its management resources to better meet Business Continuity requirements;
- c) Communicate its Business Continuity objectives, and its performance in achieving these objectives, throughout the organisation and to interested parties;
- d) Adopt a Business Continuity management system comprising a policy manual and procedures which provide direction and guidance on Business Continuity matters relating to employees, customers, suppliers and interested parties who come into contact with its work;
- e) Work closely with its Customers, Business Partners and Suppliers in seeking to establish appropriate Business Continuity standards;
- f) Adopt a forward-looking view on future business decisions, including the continual review of risk evaluation criteria, which may have an impact of Business Continuity;
- g) Train all members of staff in the needs and responsibilities of Business Continuity Management;
- h) Constantly striving to meet, and where possible exceed, its customers' . staff and investors' expectations.

Responsibility for upholding this policy is owned by the Directors.

A handwritten signature in black ink, appearing to read "Wayne DeJager".

Wayne DeJager  
Managing Director

Date: 1<sup>st</sup> November 2019