



# Policy Statement

Quality, Health,  
Safety and  
Environmental  
Policy

It is the policy of Ross-shire Engineering to pursue high standards of Quality, Health, Safety and Environment (QHSE) management within our business. To achieve this, the companies will:

- Comply with all QHSE legal obligations as a minimum and work beyond these towards best practice.
- Strive for continual improvement in all aspects of QHSE.
- Prevent injury and ill health to employees, clients, contractors and members of the public by effective risk management processes and zero tolerance towards unsafe behaviours and acts.
- Minimise harm to the environment through prevention of pollution, using materials efficiently, making prudent and economic use of natural resources, having proper regard to waste management, encouraging re-use and recycling, minimising the use of environmentally hazardous materials and processes.
- Plan and establish a set of measures to enable the progress of QHSE objectives and targets to be monitored, measured, analysed and reviewed.
- Maintain a clearly documented QHSE management system which satisfies the requirements of ISO9001, ISO14001, ISO45001.
- Promote and actively encourage high standards of QHSE awareness and performance throughout the organisation. Ensuring that all staff are familiar with the QHSE management systems and procedures and have ready access to it.
- Ensure all personnel are competent to carry out their work activities by providing effective information, instruction, training and supervision to enable their work activities to be carried out in a safe and environmentally responsible way.
- Promote a culture of co-operation and open communication, by working together with staff and their representatives, in which every opportunity is taken to learn from actual and potential failures of QHSE arrangements.
- Work with clients and suppliers to deliver products and services, both now and in the future that satisfy our customer's needs and expectations while providing safe and sustainable solutions.
- Maintain control of contractors' work through appropriate communication, supervision and monitoring.
- Appoint senior managers with responsibility for ensuring adherence to the QHSE policy and managing the day-to-day implementation of it.
- The Directors of Ross-shire Engineering Ltd and Prime Pumps Ltd will ensure that adequate resources are provided to support this policy.
- All staff have a legal obligation to co-operate with the day-to-day implementation of this policy and arrangements for a safe and healthy working environment by taking reasonable care of themselves and others who may be affected by their acts and omissions.

The Directors will review this policy annually, and revise or update it as necessary.

Stephen Slessor  
Chief Executive Officer (CEO)  
Ross-shire Engineering Ltd

A handwritten signature in black ink that reads 'Stephen Slessor'.