



Integrated Management Policy Statement

Fixfast design, manufacture and supply specialist building fasteners and components for the building envelope and industrial environments. The company is committed to providing customers with a broad range of products that have been specifically chosen as areas that can be serviced with the highest level of reliability. We focus on the UK, but are extending to supply global markets.

The company remains dedicated to ensuring that it remains fully compliant with all relevant environmental, safety and industry specific legislation and regulations relevant to its business, ensuring all products supplied are monitored to ensure compliance with current applicable requirements, and implementing measures to exceed legal compliance in areas that are considered material to our business such as climate change and human rights.

The Business Management System is aligned with the Corporate Strategy and defines the following measurable objectives as a means of implementing this policy:

- + Maintain and seek to continually improve the Business Management System compliant with the requirements of ISO 9001: 2015, ISO 14001: 2015 and ISO 45001:2018;
- + Lead continual development of existing processes to improve efficiency and reliability to the service offered to customers;
- + Continually strive to enhance the satisfaction of its customers, and the reputation of the business through regular monitoring, effective communication, and enhanced service and product offering;
- + Remain committed to providing a working environment that is both considerate to the Environment, and in line with relevant compliance requirements through regular monitoring of energy consumption, Greenhouse Gas emissions, waste disposal and ensuring effective communication of all Health & Safety policies to both internal and external interested parties. Waste reduction and recycling, reducing water usage and energy consumption will be undertaken where possible and committing to Net Zero carbon emissions by 2050 across all 3 scopes of Carbon Emissions; Consider environmental impacts whilst reviewing customer design requirements and continue to develop products to ensure eco-friendly or bio-based input materials are used where possible, promoting lifecycle thinking and minimising waste wherever possible;
- + Endeavour to eliminate hazards and reduce risks, to prevent workplace injury, and to promote consultation and participation with all relevant workers as and when appropriate; Fixfast carry out regular monitoring and risk assessments to assess health & safety issues, and provide for mental health support through the provision of trained mental health first aiders;
- + Continue to develop all employees personally, and in line with business strategy to ensure job satisfaction potential is maximized.

The Policy and the requirements of the Integrated Quality, Environmental and Safety Management System have been communicated to all employees and persons working on behalf of Fixfast Limited.

Ken Lynes

INTEGRATED MANAGEMENT SYSTEM MANUAL

IMS Manual v9

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