



Policy document

**APPROVAL**

The signatures below certify that this QHSE Policy has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Signature	Position	Date
Prepared by	M Banford		Group Head of Quality	13/04/2022
Reviewed by	M Rothnie		Group Head of QHSES	13/04/2022
Approved by	D Clark		CEO	13/04/2022

**AMENDMENT RECORD**

This Policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of change and/or contextual additions or omissions is given below:

Reference	Context	Revision	Date
001	New issue CEO review and approval	0	01/05/2021
002	Change the word “customer” to “interested parties” in quality section	1	13/04/2022

**COMPANY PROPRIETARY INFORMATION**

The electronic version of this Policy is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision.

## Policy Overview

Vysus Group is committed to an organisation and operating philosophy based on our core values of Trust, Partnership and Passion. We demonstrate this through our openness in communication, the integrity in serving our customers, fairness and concern for our employees, and our responsibility to the communities within which we operate or may affect.

Our vision is to actively challenge convention and push performance beyond expectations, and in doing so exceed customer expectations for quality, safety, sustainability, cost, delivery, and value.

We are dedicated to creating a profitable business culture that is based on the following principles:

## Our People

Vysus Group is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our people are our organisation and our employees' welfare and interests are key to success and are throughout all aspects of our business and how we conduct our affairs. Vysus Group is committed to:

1. Creating and nurturing an environment of success based on honesty and integrity;
2. Empowerment through learning and communication;
3. Individual growth and equal opportunity;
4. Prevention of accidents and incidents;
5. Designing and providing a safe and secure work environment.

## Our Customers

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

## Our Community and Environment

Vysus Group is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behavior in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

1. Protection of the environment;
2. Conformity to compliance obligations;
3. Continual improvement;
4. Prevention of pollution and sustainable use of resources;
5. Climate change mitigation and adaptation;
6. Protection of biodiversity and ecosystems.

## Our Wellbeing

Vysus Group is committed satisfying all legal and other requirements and to applying the hierarchy of controls to OH&S risks. We proactively comply with all applicable occupational health and safety, legal and regulatory requirements to which we subscribe in order to:

1. Prevent accidents and work-related ill health by managing health and safety risks in the workplace;
2. Provide clear instructions and information, and adequate training, to ensure employee competence;
3. Engage and consult with employees on day-to-day health and safety conditions;
4. Implement emergency procedures in case of fire or other significant incidents;
5. Maintain safe and healthy working conditions, and well-maintained plant and equipment.

## Our Quality

Vysus Group is committed to achieving competitive excellence and providing our customers with services and products designed, produced, and maintained to meet or exceed their expectations by:

1. Complying with all customer, statutory and regulatory requirements;
2. Enabling employees to achieve business and professional goals;
3. Continually improving our processes via our VMS;
4. Extending our VMS practices throughout our Supply Chain partners.

Beginning with a clear definition of interested parties' needs and expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and world class business.

David Clark, Chief Executive Officer  
Vysus Group Holding Limited.



Dated: 13/04/2022