



INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

Phlorum Ltd is committed to the achievement of a sound integrated management system (IMS), policy, and practices in all aspects of its environmental consultancy business. The business strives to provide proactive, costs effective solutions to the environmental issues facing clients. These can be via environmental reports/ environmental mitigation to support planning, or environmental assessments/environmental mitigation of existing organisations or domestic properties.

We ensure that the **IMS covers all applicable environmental, quality, and health and safety** areas of our business and our operations. We ensure that:

- There is a **commitment to setting IMS objectives**, and **commitment to continually improving the performance of the IMS** to enhance our environmental, quality and health and safety performance;
- **Commitment to conform with all compliance obligations** relevant to Phlorum Ltd activities and services;
- Appropriate systems are developed and maintained for the effective communication of the IMS matters throughout the organisation;
- The necessary information, instruction and training is provided to workers, to ensure their competence with respect to environmental, quality, and health & safety matters;
- Workers are consulted and encouraged to participate actively in all elements of the IMS, and appropriate Phlorum operations;
- The necessary resources, in the form of finance, equipment, personnel and time, are provided to ensure the operation of this policy and the IMS. Expert help will be sought where the necessary skills are not available within Phlorum; and
- Regular audits/reviews of the IMS are carried out to determine the adequacy of the IMS and continually improve its performance, including an at least annual management review of this policy.

The IMS operates to ensure that:

- Firstly, **environmental aspects and impacts are considered in all areas of the business**, that waste is minimised (**such as Japanese knotweed waste**), and that resources are conserved wherever possible and practicable so that the key aims of **prevention of pollution and prevention of harm to humans** are met.
- Secondly, ensure that **quality factors are considered in all aspects of our business** and that the environmental consultancy services provided are relevant to the **quality management expectations and needs of our clients, regulators, neighbours, and other interested parties**.
- Thirdly, to ensure the **protection of health & safety of all workers** of Phlorum by preventing work-related injuries, ill health, disease and incidents, including Health and Safety issues of third parties resulting from work carried out by Phlorum. Eliminated hazards and reduce risks, as low as reasonably practical (ALARP).

We recognise that this policy is a key part of the IMS and ensures **our commitment to: environmental protection; quality** throughout all business operations; and to the **protection of the health & safety of all workers**, as basic management responsibilities. The IMS and this policy are supported by all levels of management and are communicated to all workers and are also externally available to other interested parties.

Signed: 

Date: 10/01/2024