



Integrated Management System Document

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Gold Serve is committed to achieving Quality, Health, Safety and Environmental management excellence. In execution of our activities and those of our contractors, we consider at ensuring quality services, well-being of employees and all those that are affected by our operations as we enhance environmental conservation. We undertake to assist our employees and contractors to comply with their legal and compliance obligations and operate in a culture that promotes quality, safety and environmental protection line with ISO 9001:2015 ISO 14001:2015 & ISO 45001:2018 requirements.

Gold Serve is committed to IMS improvements and performance through:

- Taking responsibility of establishing IMS objectives and ensure their effective implementation and monitoring towards achieving IMS intended outcomes.
- Eliminating Hazards & reduce OH&S risks from our own processes & activities through consultation and participation of workers.
- Continually improve quality and protect the environment, through prevention of pollution, and reducing waste while executing operations of Gold Serve.
- Assure compliance with our management system requirements & continually improving its effectiveness through promoting and facilitating participation & consultation of our staff.
- Minimizing the environmental impact to the surroundings arising from our operations / environmental aspects.
- Communicate our IMS policies to our staff and other relevant stakeholders, make they are available to them so that everyone knows and understands their responsibilities, contribution to IMS performance and held accountable.
- Preventing injury and ill health of our workers by providing a safe and healthy working environment, investigate and learn from all accidents and near misses, sharing best practices and efficiency improvements between divisions.
- Monitor performance and report progress, aiming for continual improvement and preventing injury and ill health.

This policy is implemented at each Gold Serve facility through our integrated management system. Changes to this policy shall be driven by audit results, changing circumstances, and the commitment to continual improvement. Staff awareness of this policy is ensured by providing appropriate training and communications.

APPROVED BY

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