



IMS Management System Policy

IMS-POL-01

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Responsible individual/team: HSQE

Company Proprietary Information

The electronic version of this procedure 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 in the field below:

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Company Profile

Originally based in Hockley, Essex, Lemon Groundwork Solutions were incorporated in 1978. The head office was moved to larger premises in Wickford, Essex in 1992. A second depot was established in Rugby, Warwickshire and opened in the year 2000, with a third depot being established in the Creeksea, Essex in November 2019.

Mission Statement - Reinforcing the foundations of our communities by inspiring loyalty through the commitment of our trusted co-owners, by:

1. Providing excellent **customer service** levels at all times.
2. Building **strong relationships**.
3. Creating a working environment that promotes **employee loyalty**
4. Rewarding **success**
5. Producing profits to ensure **continual growth** for the company, its people and operational processes.

This policy is appropriate to the purpose and context of the organisation.

The management of LGS recognise:

1. The importance of providing safe and healthy working conditions to ensure the prevention of work-related injury and ill health. It is our belief is that all accidents and occupational diseases are preventable, and our goal is zero injuries.
2. That we are committed to eliminating hazards and reducing OH&S risks by implementing and maintaining a Hierarchy hazard control system.
3. The need to comply with all relevant applicable legislation and with any other requirements to which the site subscribes.
4. The site's potential impact on the environment, both positive and negative and is committed to protect the environment, to improve environmental performance and to the prevention of pollution associated with the site's operations.
5. It has a commitment to improve its environmental performance by utilising resources and energy efficiently and by applying the waste hierarchy where possible.
6. The need to meet the supplied product requirements specified by the customer, applicable legislation, compliance obligations and industry standards.
7. The need to engage with interested parties including employees, external bodies and the local community by participation and consultation to aid understanding of the Health & Safety and Environmental issues derived from the business's operations.
8. That suppliers and contractors are required to comply with this and associated procedures, whilst working on site.
9. The need to continually improve the IMS (Integrated management system) and business performance by setting relevant HSEQ objectives and ensuring that the risks and opportunities that can affect business performance, the conformity of products and customer satisfaction are determined.
10. That we are committed to develop a competent educated, informed, efficient workforce in all parts of our business.

A key way to manage this is by operating an Integrated Management System that meets the requirements of the international standards (ISO 45001:2018, ISO 14001:2015 & ISO 9001:2015), and the other standards and specifications that the company subscribes to.

This policy is communicated to all employees and is available to all through various formats; notice boards, company intranet and is freely available on request to any relevant external party.

Paul Hart (Managing Director)

A handwritten signature in black ink, appearing to be 'Paul Hart', written in a cursive style.

Jan – 2026