



Quality, Health, Safety and Environmental (QHSE) Policy Statement



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1 Integrated Management System (IMS) Policy

Dormor Machine & Engineering is committed to continually improving Quality, OH&S and Environmental performance and its' management systems whilst supporting our strategic direction and consistently meeting our customers' requirements as to the quality of product, service, delivery, advice, and support.

Dormor Machine & Engineering is equally committed to managing environmental impacts, for the protection of the environment, preventing pollution and other commitments relevant to our context, by utilising the best possible practices to maximise economic and environmental benefits whilst ensuring the occupational health, safety and welfare of all persons that could be affected by the company's activities.

The company aligns processes to achieve compliance with these commitments by implementing and maintaining an Integrated Management System (IMS), forming an integral part of the company's business strategy and designed to make our commitment in complying with and meeting the requirements of BS EN ISO 9001, ISO 14001, ISO 45001, ISO 17020 (latest editions).

The policy and the associated management system are in line with the context of our company and to meet our scope:

- **Precision Machining & Component Manufacture** - We deliver high-quality sub-contract machining and component manufacturing, tailored to exact customer specifications.
- **Trusted Across Industries** -Our expertise supports Marine, Oil & Gas, Mining, Crushing, Power Generation, Wind Turbine, Nuclear and Defence sectors. We're proud to serve local, national, and international businesses with reliable, cost-effective solutions.
- **Consistent Quality & Safety** - Our operations meet internationally recognised standards for quality, environmental responsibility, and health & safety, giving customers peace of mind on every project.
- **Reliable Business Continuity** - We plan ahead for the unexpected, with strong contingency measures to ensure your project keeps moving, even in challenging circumstances.
- **Global Reach, Local Service** - From our UK base, we serve customers across the UK and Europe, with the flexibility to support wider international markets where required.

The company is committed to proactively:

- Conducting business in such a manner to fulfil and satisfy legal and other requirements by complying with all applicable (current and anticipated) statutory, regulatory, awarding organisation and other requirements
- Ensuring the needs and expectations of our customers and other interested parties are met
- Setting objectives and targets that are monitored regularly to assess improvements in:
 - Quality performance
 - Safety performance & prevention of work-related injury and ill health
 - Environmental performance, pollution prevention, reduced energy consumption, waste minimisation & sustainability.
- Undertaking proactive monitoring (e.g. workplace inspections, safety tours, surveys, health surveillance) and reactive monitoring (recording and investigating near misses, incident /accidents and occupational ill-health to determine the causes and prevent reoccurrence)
- Involving and consulting with workers on matters affecting quality, health and safety and the environment. Reviewing, prioritising and co-ordinating the implementation of significant recommendations arising from monitoring, employee consultation and business risk and hazard assessment programmes to ensure continual improvement in quality, welfare, occupational health and safety and environmental systems to enhance performance
- Raising the awareness of all our employees in order that the benefits of meeting QHSE objectives are understood
- Ensuring all employees are made aware of and understand the QHSE policy, procedures and supporting documentation, through training and provision of information. Compliance is confirmed as a result of formal internal audits and at management review, which is conducted at least once a year.
- Defining the roles and outline the responsibilities for quality, environment and health and safety at work.
- Identifying and making specific arrangements for vulnerable employees and persons who our contracts bring us into contact with (for example: children, vulnerable adults, disabled workers, lone workers, pregnant, and nursing mothers).
- Providing appropriate emergency preparedness arrangements (emergency procedures, adequate first aid facilities, fire prevention and appliances, spill control, emission control, free personal protective equipment (PPE)) which are tested for effectiveness on a regular basis.



This policy is publicly available as documented information to all interested parties, as appropriate. It has been communicated to understanding and applied throughout the company and is reviewed periodically (at least annually) or where there is significant change or incident / accident.

2 Environmental and Health & Safety Statement

Dormor Machine & Engineering is committed to providing a service in a manner that ensures a safe, secure, healthy and pollution free workplace for our employees and minimises our potential impact on the environment, employees and those that could be affected by our activities and actions. We will operate in compliance with all relevant environmental legislation, and we will strive to use pollution prevention and environmental best practices in all we do.

2.1 Environmental Commitments

We will:

- Integrate environmental considerations and identified environmental aspects into business decision-making and operational planning.
- Protect the environment, including prevention of pollution and sustainable resource use.
- Reduce waste through prevention, reuse and recycling where practicable.
- Promote efficient use of energy, water, raw materials and other natural resources.
- Avoid unnecessary use of hazardous substances and seek safer alternatives where feasible, ensuring safe handling, storage and disposal where use is unavoidable.
- Promote responsible sourcing and procurement from environmentally aware organisations.
- Develop and maintain appropriate emergency preparedness and spill response arrangements.
- Fulfil our compliance obligations relating to environmental legislation and other requirements.
- Continually improve our environmental performance and environmental management system.

2.2 Occupational Health & Safety Commitments

We will:

- Provide safe and healthy working conditions to prevent work-related injury and ill health.
- Eliminate hazards and reduce OH&S risks so far as is reasonably practicable.
- Maintain safe workplaces, equipment, systems of work and safe access and egress.
- Provide adequate information, instruction, training and supervision.
- Ensure safe use, handling, storage and transport of articles and substances.
- Provide appropriate emergency arrangements, including fire prevention and first aid.
- Consult and involve workers in matters affecting health and safety.
- Fulfil applicable legal and other OH&S requirements.
- Continually improve our occupational health and safety management system and performance.

2.3 Employee Responsibilities

Employees are expected to:

- Take reasonable care of themselves and others who may be affected by their actions.
- Cooperate with management on matters relating to quality, health, safety and the environment.
- Not interfere with or misuse safety or environmental protection equipment.
- Use PPE and equipment in accordance with training and instructions.
- Report hazards, environmental concerns or unsafe conditions promptly.

3 Management Responsibilities

Helen Cameron-Clarke will have overall responsibility for the management of all work activities that relate to quality, the environment and health, safety and welfare and will:



- Ensure that work activities are planned to reduce any adverse effects on the environment, prevent incident and accident and where risk cannot be eradicated, implement controls to reduce to lowest risk possible.
- Ensure that employees and those working on behalf of the company either manage work activities or carry them out in a manner that will have the least adverse effects on quality, the environment and to the health, safety and welfare of themselves or others.
- Ensure that all applicable persons are kept up to date with any changes in legislation that may have an impact on their work activities and actions in respect to health, safety, welfare, and the environment.

Should any employee have any concerns or issues in respect of how the Company manages its work activities so that it does not have an adverse or long-term impact on the environment, Helen Cameron-Clarke will always be available to discuss these with them. Should changes be required these will be implemented as soon as possible.

4 Approval, Retention and Issue Details

Document available as read only from the following location:
 P:/IMS for ISO 9001, 14001, 45001

Documents to read in line with this Policy:

- DMEC Pol 001 Health & Safety Policy
- BMS-POL-017 Environmental Aspects Policy
- BMS-POL-026 Waste Management and Waste Prevention Policy
- BMS-POL-005 Compliance Obligations & Evaluation Policy
- BMS-POL-008 Sustainability Policy
- BMS-POL-011 Emergency Preparedness & Response Policy
- BMS-POL-018 Incident Reporting and Investigation Policy Issue 1

Review Frequency:

Every 12 months unless statutory, audit, incident or non-compliance require otherwise.

Retention: Controlled printed copies destroyed when superseded. Electronic copy held for 5 years unless statutory required or contractually requested to hold beyond this period.

Issue	Details	Author	Approval	Date
1	Initial Issue	Paul Gordon		26.01.2026