



LEADERSHIP POLICY

At M&E Solutions, excellence in Quality, Safety and Environmental management is driven by the leadership qualities of our employees – all employees are encouraged to lead by example.

The Management Team shall demonstrate leadership and commitment concerning quality, safety and the environment by:

- taking ownership and accountability for the Integrated Management System effectiveness, including non-conformances and improvement opportunities,
- ensuring the Quality, Safety, and Environmental policies and objectives are established and compatible with the company's strategic direction,
- ensuring the Quality, Safety and Environmental policies are communicated, understood and followed,
- ensuring the integration of Quality, Safety and Environmental requirements into operational processes,
- promoting awareness of the process approach and the risk management framework,
- providing the resources needed for the effective operation of the Integrated Management System,
- communicating the importance of conforming to Integrated Management System requirements and the benefits of effective implementation,
- ensuring the Integrated Management System achieves the Quality, Safety and Environmental objectives,
- demonstrating leadership and commitment concerning customer focus by ensuring:
 - customer and applicable statutory and regulatory requirements are determined, understood and consistently met,
 - risks and opportunities that can affect conformity of products and services and enhance customer satisfaction are determined and addressed,
 - the focus on improving customer satisfaction is maintained,
- encouraging, engaging and supporting employees to allow for their contribution to the Integrated Management System,
- promoting improvement and innovation,
- supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility,
- developing, leading and promoting a culture that promotes the quality, safety and environmental outcomes of the company, and
- protecting employees from reprisals when reporting incidents, hazards, risks and opportunities.

A handwritten signature in blue ink, appearing to read 'Peter Valeontis'.

Peter Valeontis - Director

A handwritten signature in blue ink, appearing to read 'Paul Grabham'.

Paul Grabham - Director