

Purpose:

Wade Group is committed to creating world-class specialty vehicles through innovation, quality, and service. We aim to exceed customer expectations through continuous improvement and cost-effective, reliable products. This policy integrates our commitments to quality, environmental sustainability, information security, and health & safety (QEHS.)

Commitments:**Quality:**

- Comply with **ISO 9001:2015** and all relevant quality standards and regulations.
- Strive for continuous improvement in our products and services to consistently exceed customer expectations.
- Establish and review quality objectives within a structured framework.
- Report and investigate Non-Conformance Reports (NCRs) and complete relevant corrective & preventative actions in Wade Group's Integrated Management System (IMS).

Environmental Sustainability:

- Actively minimise environmental impact by adhering to **ISO 14001:2015** and relevant legislation
- Promote resource efficiency, pollution prevention, and environmental best practices.
- Engage employees and suppliers in our environmental initiatives.
- Actively work to reduce our carbon footprint through energy-efficient practices, sustainable resource management, and promoting eco-friendly initiatives to align with our environmental goals across all operations.

Information Security:

- Protect information assets by complying with **ISO 27001:2022** and legal requirements.
- Establish and review information security objectives within a structured framework.
- Educate and ensure all employees adhere to information security policies through regular training and awareness programs
- Ensure the confidentiality, integrity, and availability of information assets through robust security measures.

Health & Safety:

- Comply with **ISO 45001:2018** and all relevant health and safety regulations.
- Foster a safe and healthy work environment for all employees, contractors, and visitors through proactive risk management and continuous safety training.
- Promote a culture of safety and well-being through training and continuous improvement.

- Collaboratively identify risks, hazards, and unsafe behaviours, and take all reasonably practicable steps to manage and mitigate these risks, aiming to provide the highest level of protection against harm arising from safety, health, and wellbeing hazards and risks.

Responsibilities:

Employer:

- Ensure compliance with all applicable standards and regulations.
- Provide necessary resources, training, and support to achieve QEIHS objectives and foster a culture of continuous improvement.
- Maintain and update all policies, procedures, and work instructions.
- Communicate policies and expectations to all stakeholders.

Employee:

- Follow all policies, procedures, and work instructions.
- Actively support QEIHS Representatives and engage in good faith with all QEIHS initiatives and matters.
- Contribute to achieving the Wade Group's QEIHS goals and conduct regular audits and checks for compliance and continuous improvement.
- Report any issues related to quality, environment, information security, or health & safety in Wade Group's IMS (SafetyCulture).

This policy is communicated to all employees, temporary staff, contractors, and visitors, and is available to interested parties on wadegroupltd.com

Review Protocol:	
Policy Owner:	Wade Group Executive Team
Approved By:	Managing Director
Policy Reviewed By:	Executive Team
Date Reviewed:	January 2026
Next Review Date:	January 2028