



# Integrated Management Systems Manual

ISO9001:2015, ISO14001:2015, ISO45001:2018

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## 1. Document Control and Record of Amendments

Issue	Description of amendment	Sections amended	Review Date
1	First Issue a of the Integrated Management systems Manual. The Integrated Management Systems Policy and Health and Safety Policy & Policy Statement have been amalgamated and included in this Manual.	N/A	March 2024
2	Updated to reflect climate change as relevant as a relevant internal and external issue and relevant interested parties that can have requirements relating to climate change. Updated Organisational Charts with current structure	Section 6,7 & 13	June 2024

## 2. Distribution Control

Hard copies of this document are not produced for circulation. The master version shall be stored and maintained in the central IMS record. Any hard copies of this document should be treated as uncontrolled and verified against the master version.

### 3. Introduction

The purpose of this document is to describe the context and scope of the Integrated Management System which has been adopted by Tennants, in line with the requirements of ISO9001, ISO14001, ISO45001, EN12591:2009 and EN13808:2013/14733:2005. This document is supported by other appropriate documents, including but not restricted to process maps, procedures, register of environmental aspects, risk assessments, register of legislation and objectives and targets.

### 4. Context

The Tennants organisation includes Charles Tennant & Co (NI) Ltd., Tennants Building Products Ltd, Charles Tennant & Co (Cork) Ltd and Walls & Ceilings International Ltd. Tennants is involved in the following key business areas:

- Bitumen production and supply from the Airport Road West premises;
- Supply of building products from the Ravenhill Road, Dublin, Cork, Alcester and Bristol premises;
- Bagging and distribution of fertiliser from the Herdman Channel Road & Cork premises;
- Supply of chemical products, administered from the Airport Road West premises.
- The manufacture and distribution of angle corner tape from Alcester premises.

The main drivers behind the implementation of standards are as follows:

- The provision of a safe and healthy work environment;
- Improved risk management;
- The achievement of robust and repeatable processes;
- The management of environmental impacts;
- Compliance with tender selection criteria and customer expectations.

The scope of the Integrated Management System covers the activities carried out by Tennants at the following locations:

- Building Division Belfast (RhR)
- Fertiliser Division Belfast (HCR)
- Chemical Division Belfast (C)
- Building Division Dublin (TBP)
- Bitumen Division Belfast (TBit)
- Fertiliser Division Cork (CTC)

- Building Division Cork (TBPC)
- Walls and Ceilings Alcester (WAC)
- Walls and Ceilings Bristol (WAC)

The company is not involved in any design or development activity and therefore clause 8.3, Design and Development, is deemed not to apply to the company's operations. Controls around design and development have therefore not been included within the Integrated Management System. The company is confident that this will not have a detrimental effect on the quality of service/output.

## 5. Identification of Risks and Opportunities

When planning for the integrated management system, the company has considered context, interested parties and scope to determine the risks and opportunities that need to be addressed to give assurance that the integrated management system can achieve its intended outcome(s), prevent, or reduce undesired effect and achieve continual improvement. See section 8 for the Strategic Objectives of the company.

The company has developed a comprehensive business risk register and have incorporated risks and opportunities within its environmental aspects registers. They have applied the hierarchy of control specified in clause 8.1.2 in its health and safety risk assessment process.

Risk and opportunities form part of the agenda of the management Review meetings and will be documented as part of the minutes. Risk and opportunities will take into account legal and other requirements, planned changes to the organisation, its policies and its processes.

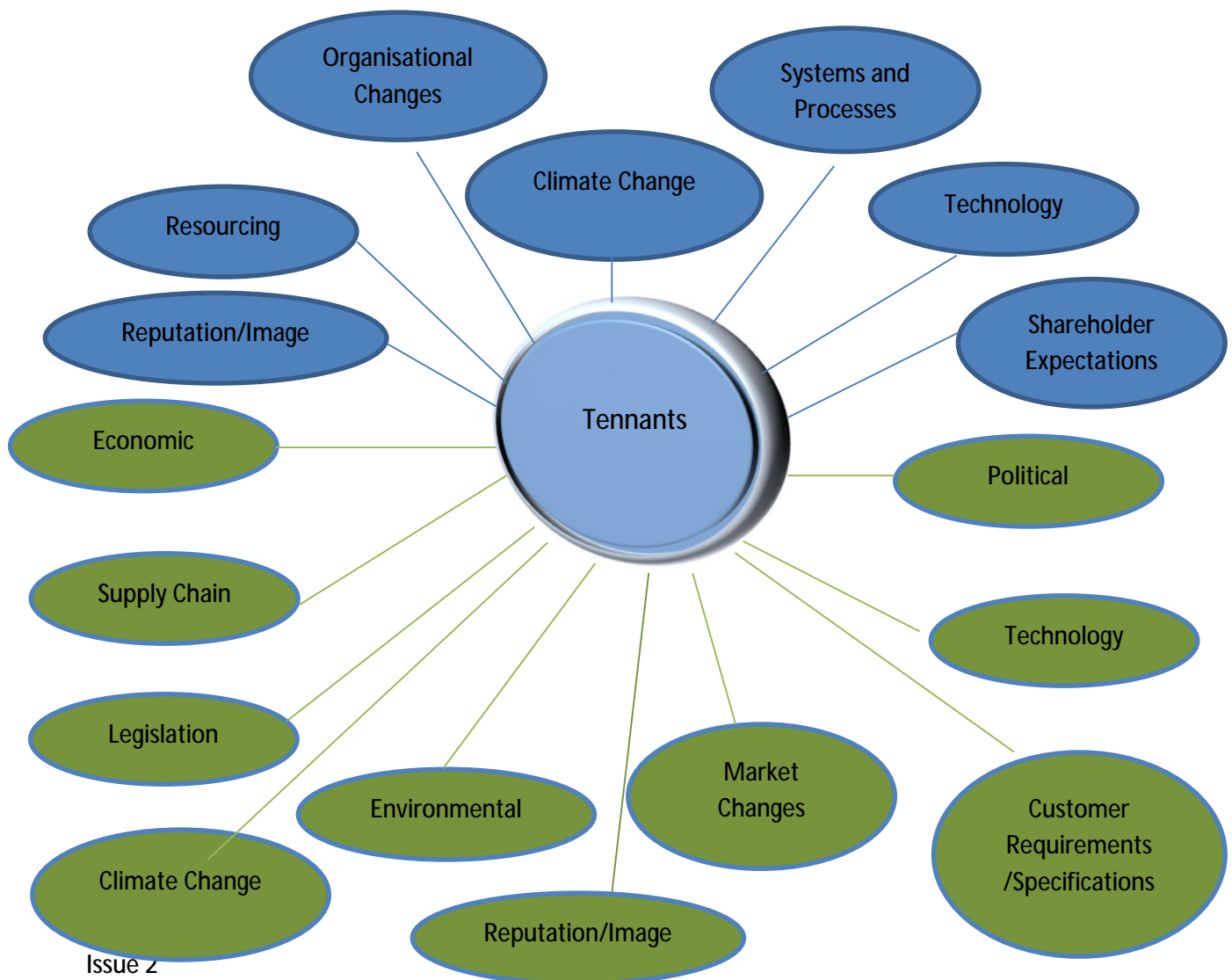
## 6. Influencing Factors

The company has identified the external and internal issues that are relevant to its purpose and strategic direction, and that affect its ability to achieve the intended results of the Integrated Management system. This is a representative list and the management team will regularly monitor these factors and assess their impact on the company, taking into consideration their needs and expectations and especially those which could become a legal or other requirement and in relation to climate change. These are summarised in figure 1 below.

Figure 1.

Key

Internal Factors	
External Factors	



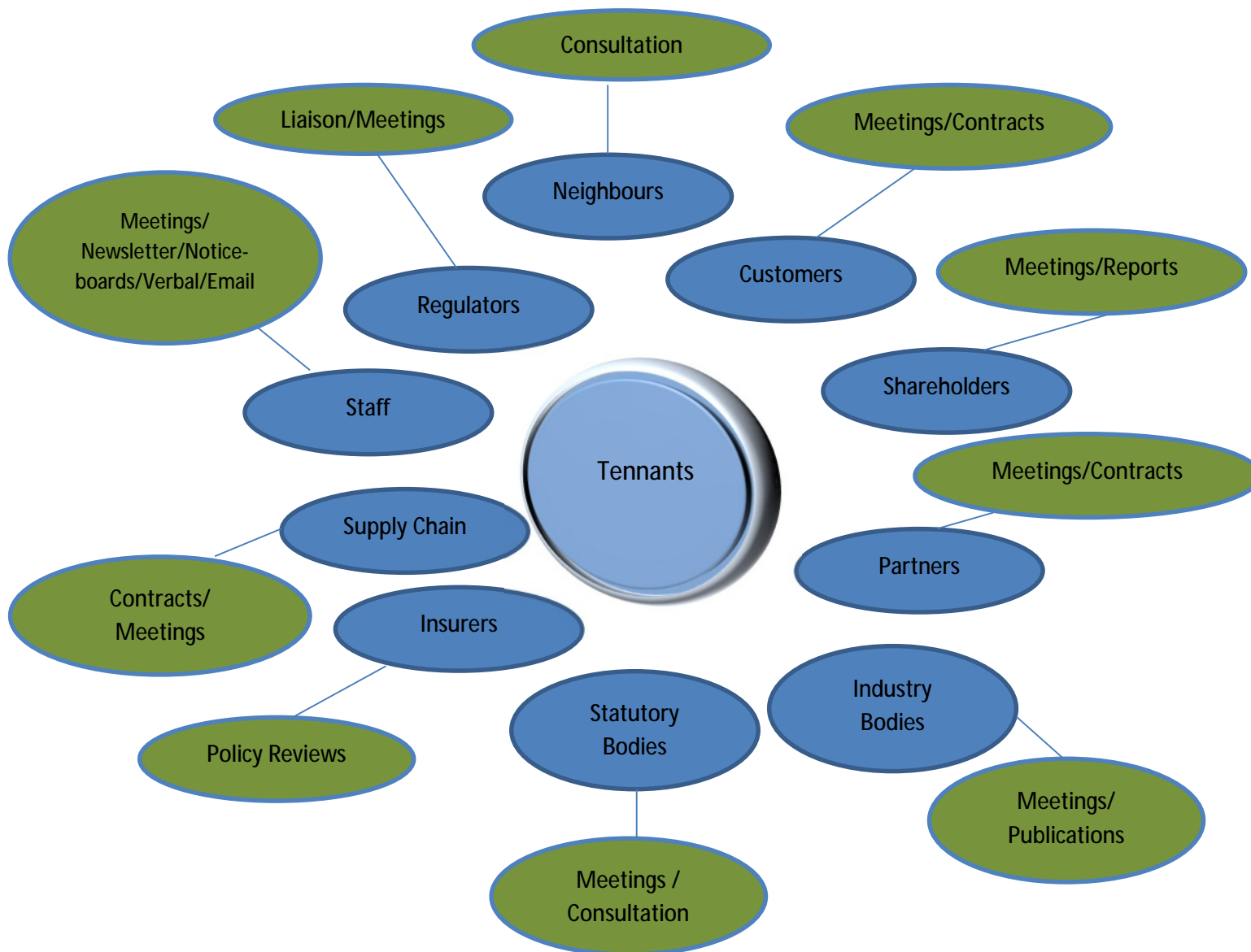
## 7. Interested Parties

The company has identified the interested parties and stakeholders who may have an impact on, or be affected by, the IMS. This is a representative list and the management team will regularly monitor these factors and assess their impact on the company. These have been summarised along with the methods of communication in figure 2 below.

Figure 2.

Key

Interested Party	
Method of Communication	



## 8. Objectives

Tennants applies structured business planning processes in order to ensure that its business objectives are developed in a consistent and realistic way. The organisation has established the following strategic objectives which are further detailed in business plans:

Tennants is an independent distributor working across the island of Ireland and UK in a variety of markets including specialised building products, bituminous binders, chemicals and food ingredients. We also operate two bagging, blending and distribution operations on behalf of Yara UK Ltd, the world's largest supplier of mineral fertiliser.

Our diverse range of activities is underpinned by our common ambition – *to strive for excellence*.

We demand excellence from every manufacturer we represent and aim to exceed our customers' expectations by delivering a friendly, reliable and high-quality service.

We are committed to:

- Always dealing with all our stakeholders, including employees, customers and suppliers, in a fair and ethical way.
- Ensuring the success of our customers' businesses by providing high quality products at competitive prices.
- Acknowledging that our staff are the key to our success and providing them with a healthy, safe and enjoyable workplace.
- Fostering long term relationships within our various industries and seeking to expand into new regions and markets which enhance our existing business.
- Maximising our productivity and efficiency to ensure our impact on the environment is minimal.



The above strategic objectives are underpinned by the following objectives (table 1), which are specific to the Integrated Management System. The table also shows the key risk factors which, if not managed, could have a detrimental impact on the achievement of these objectives and also the opportunities associated with them. The extent to which these objectives have been achieved will also be used to judge the effectiveness of the Integrated Management System.

Objective	Key Risk Factors	Opportunities
Provision of a safe and healthy work environment with minimal accident rates	Failure to apply health and safety controls - major accident - change in or a breach of legislation	Compliance with obligations and minimal accident rates
Effective control over the environmental impact of the company's operations	Failure to apply environmental controls - major environmental incident - change in or breach of legislation.	Compliance with obligations and reduced likelihood of legislative breach
Minimise the cost associated with poor quality and defects	Poor quality and inadequate inspection and testing procedures.	Cost savings and enhanced reputation and customer satisfaction.
Maximise customer satisfaction and therefore customer retention	Poor customer experience resulting in loss of contract/business.	Customer retention and follow-on work.

Table 1.

Each division will also set its own specific objectives in order to assist with the achievement of these overall objectives.

## 9. Leadership Commitment and Worker Participation

### 9.1 Management Responsibilities

The management team shall ensure that they provide the resources required to operate and improve upon the EHS Management System. The management team is committed to the continual improvement of the company's environmental and health and safety performance.

All employees have responsibilities in terms of health, safety, the environment and quality. Specific job roles and tasks are detailed in job descriptions. Top level management are fully committed to the full and effective implementation of the Integrated Management System. They will ensure that the Integrated Management System is properly resourced and that its effectiveness is closely monitored.

Top management are fully committed to the development and improvement of the Integrated Management System.

This commitment is illustrated by:

- Communication of legal and regulatory requirements throughout the company
- Establishing suitable policies and objectives,
- Conducting reviews of the Integrated Management System
- Ensuring the availability of all necessary resources.
- Ensuring the consultation and participation of workers.
- Supporting the establishment and functioning of the health and safety committee.

The company have appointed an IMS Manager to have responsibility for the maintenance of the integrated management system. Their identity has been made known to all divisions.

## 9.2 Consultation and Participation of Workers

With regard to identified risks and the overall operation of the Integrated Management System, the Company has established and maintains procedures for:

- Internal communication between the various levels and functions.
- Receiving, documenting and responding to relevant communication from external interested parties.

The Company has also established, implemented and maintains a process for consultation and participation of workers at all applicable levels and functions.

The Company shall:

- provide mechanisms, time, training and resources necessary for consultation and participation;
- determine and remove obstacles or barriers to participation and minimize those that cannot be removed.

Wherever possible, employees shall be:

- Involved in the development and review of policies and procedures and objectives to manage risks, incident investigation and consultation and representation. (Contractors will also be consulted where necessary in relation to health, safety and environmental matters).

- Consulted where there are any changes that affect the workplace.
- Represented on EHS matters.

Information is initially provided to employees through induction and updated using training, memos, Tennants Talk, Safety Alerts etc. as appropriate. For worker participation and consultation, an H&S Committee has been set up incorporating personnel from each division. H&S sub-committee meetings are also held at each division and include various personnel.

### 9.3 Employee Responsibility

Roles, responsibility and authorities shall be defined, documented and communicated in order to facilitate effective management of the EHS Management System changed to the Integrated Management Systems Manual.

An overall organisation chart is maintained within the department. Details of responsibilities are contained within the EHS Policy Manual and the various documented procedures within the EHS Management System.

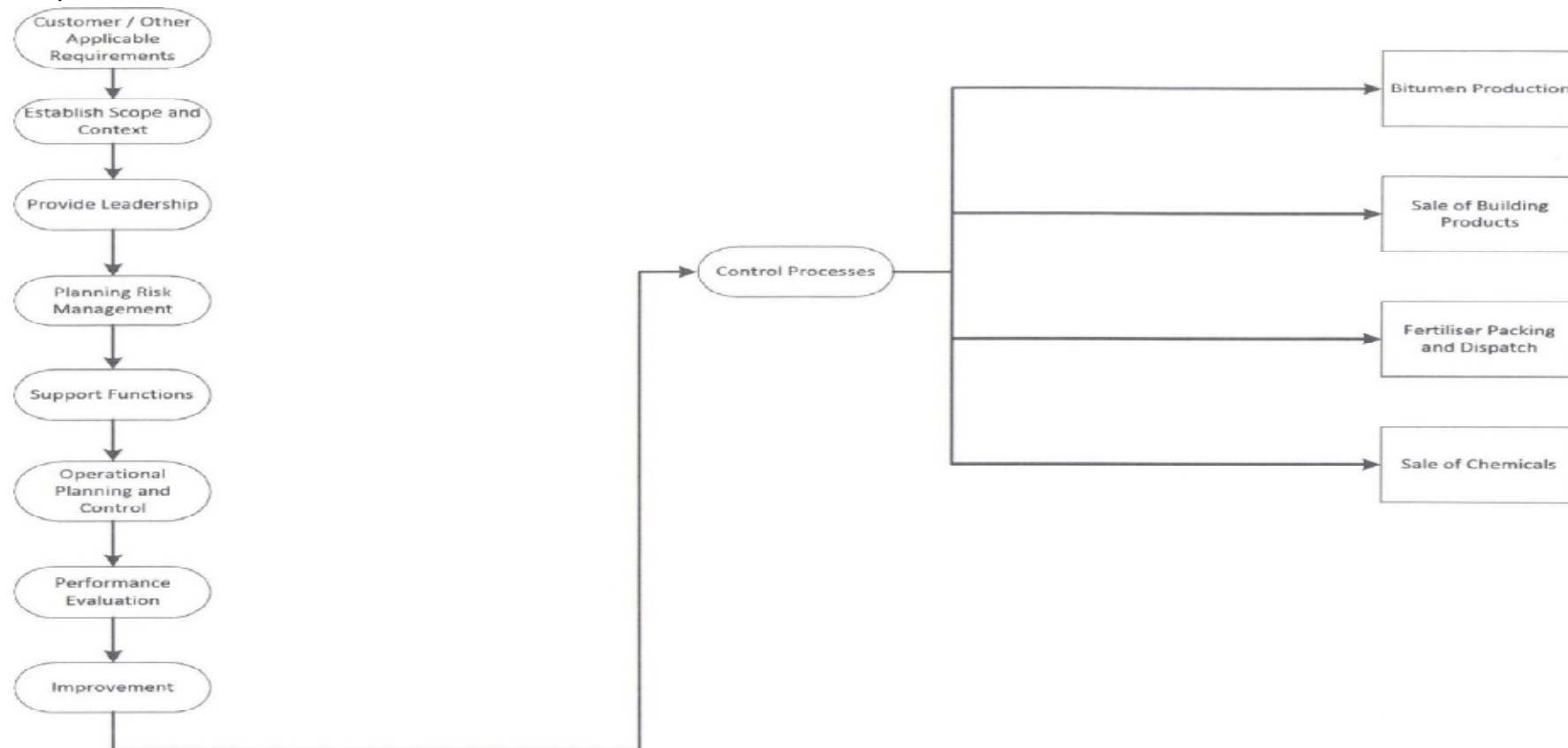
Changed to:

An overall organisation chart is maintained within the department. Details of responsibilities and the various documented procedures are contained within this Manual.

## 10 Process Approach

Figure 3 -Process Policy

A process approach to quality management has been adopted. Figure 3 below summarises at a high level the process approach which has been adopted within Tennants.



## 11 Integrated Management System Policies

Tennants provide high quality building, chemical, bitumen and fertiliser products and related services to our customers. The company recognises and is committed to the highest possible quality of service whilst reducing the health and safety risks and environmental impacts associated with the provision of our services and products.

It is the policy of the company to operate an Integrated Management System in accordance with the requirements of ISO9001, ISO45001, ISO14001, EN12591:2009 and EN13808:2013/14733:2005.

The overall objective of this system is the provision of a safe, environmentally friendly and quality orientated environment for employees, customers and neighbours. The company is committed to the concept of continual improvement and will use the Integrated Management System as an improvement tool.

The objectives of the company are as follows:

- Provide for the setting and achievement of environmental, safety and quality objectives and targets and for the publication of these objectives and targets by making the document available to all concerned.
- Maintain efforts to achieve continual improvement in quality, safety and environmental performance.

## 11.1 The Quality Policy

The Quality Policy has been developed by our top management and is in line with the context and scope of our business, our ethos and our strategic direction. It provides a framework from which we set our objectives and lays down our commitment to meet applicable requirements. It is communicated to and understood by every employee and forms part of our induction process for new employees. It requires all employees comply with the IMS. Our Quality Policy is reviewed for continuing accuracy and suitability as part of management review.

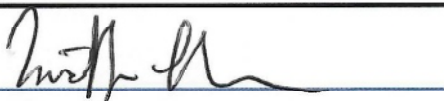
It is the policy of Tennants to operate the Quality Management System ISO9001.

### The objectives of the company are as follows:

- To ensure that the services provided meet and, where possible, exceed the expectations of our customers;
- A commitment to continual improvement in quality and aim to enhance customer satisfaction through the effective application of a Quality System.
- A commitment to consultation and participation of workers

### To achieve these objectives, the company shall:

- Implement procedures for monitoring and recording quality checks at determined stages in all manufacturing processes in order that quality can be assured.
- Maintain and improve product quality by eliminating the causes of non-conformance.
- Ensure that customers receive service and products of the quality required and on time.
- Improve profitability due to quality enhancement.
- Achieve motivation of total company workforce due to effective communication of this policy and adequate training procedures
- Comply with relevant compliance obligations, e.g. customer requirements, product related standards, environmental and safety legislation/regulations and industry codes of practice.



**Tim Glenn**  
**Managing Director**

**Date**

27 June 2024



## 11.2 The Environmental Policy

The Environmental Policy has been developed by our top management and is in line with the context and scope of our business, the nature, scale and environmental impacts of our activities, products and services. It demonstrates our commitment to protect the environment, prevent pollution and manage our activities effectively to, wherever possible, reduce and minimise environmental impacts resulting from our activities. It lays down our commitment to fulfil our compliance obligations and to continually improve our environmental system to enhance our environmental performance. It is made available to interested parties and is communicated to and understood by every employee and forms part of our induction process for new employees. It requires all employees comply with the IMS. Our Environmental Policy is reviewed for continuing accuracy and suitability as part of management review.

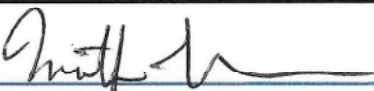
It is the policy of Tennants to operate the Environmental Management System (EMS) ISO14001.

### The objectives of the company are as follows:

- To ensure that risks are identified and controlled so that employees and others can be protected from danger;
- To ensure that environmental impacts are minimised and controlled;
- To ensure compliance with all applicable environmental legislation and other requirements to which the company subscribes as a minimum standard;
- To ensure the prevention of pollution as a result of our operations and activities;
- A commitment to continual improvement in environmental management
- A commitment to consultation and participation of workers

### To achieve these objectives, the company shall:

- Demonstrate a commitment to prevention of pollution of the environment.
- Provide for the setting and achievement of environmental, safety and quality objectives and targets and for the publication of these objectives and targets by making the document available to all concerned.
- Maintain efforts to achieve continual improvement in quality, safety and environmental performance.
- Do all that is reasonably practicable to protect the environment and prevent pollution through the application of environmental control processes and procedures.

 <b>Tim Glenn</b> <b>Managing Director</b>	<u>27 JUNE 2024</u> <b>Date</b>
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### 11.3 The Occupational Health & Safety Policy

Tennants accepts its responsibilities under the Health and Safety at Work Order 1978 / Safety, Health and Welfare at Work Act 2005 and other relevant legislation and it is our policy to do all that is reasonably practicable to ensure the health, safety and welfare of employees whilst at work, customers, independent contractors, agency contractors and those who may be affected by the company's activities.


It is the policy of Tennants to operate the Health and Safety Management System ISO45001: 2018.

The company accepts, so far as is reasonably practicable, its duty to ensure the following objectives:

- To provide and maintain a safe place of work, safe systems of work, safe equipment and a healthy and safe working environment.
- To ensure that risks are identified and controlled so that both employees and interested parties can be protected from danger
- To ensure that hazards are identified and regular assessments of risks are undertaken to reduce risks.
- To provide information, instruction and training as is necessary to ensure employees' competence.
- To promote the awareness of health and safety and encourage health and safety best practice throughout the organisation.
- To ensure it are taking the appropriate protective and preventative measures to prevent work related injury and ill health.
- To ensure that we have access to competent advice and are able to secure compliance with our statutory duties.
- To be committed to consultation and participation of workers.

We will provide sufficient resources including time and finance to achieve these objectives. We are confident that the importance of these objectives will be recognised by all employees and others concerned, and that each and every individual will co-operate responsibly in the sustained efforts necessary to attain them.

The policy will be kept up to date, particularly as the company changes in nature and size. To achieve this the policy and the way in which it is operated will be reviewed annually.

 Tim Glenn Managing Director	<u>27 JUNE 2024</u> Date
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## 12 Integrated Management System Responsibilities

### 1 Managing Director

The Managing Director is committed to the implementation of the company Health & Safety Policy and has ultimate responsibility for health, safety and welfare within the company. He will ensure that procedures are in place to provide for health, safety and welfare affairs to be adequately assigned, resourced and researched and to ensure that accountability is understood and accepted at all appropriate levels.

In fulfilling his responsibility, he will ensure that:

- The health and safety policy and risk assessments are reviewed on an annual basis or as required by changes in work activities or practices.
- Regular appraisals of performance on health and safety management are carried out.
- He demonstrates a personal commitment to the development of a positive safety culture.
- Relevant legislation, approved codes of practice and company standards have been identified and that the authority and responsibility for their implementation is delegated to the appropriate management level. This will include the performance of statutory inspections.
- Appropriate measures have been taken in order to eliminate or control known hazards and to safeguard against the introduction of new risks wherever possible, including the performance of risk assessment.
- Provision is made for the informing, instructing and training of all personnel in the safe practices associated with their job function.
- There are adequate communication channels with employees on issues affecting health, safety and welfare.
- There are adequate arrangements for the management of first aid requirements and other emergency situations, and that all employees are aware of the arrangements.
- Suitable health and safety standards are maintained within offices, including emergency procedures and arrangements and the safe use of equipment.

### 2 Divisional managers

Divisional Managers will be responsible on a continuing basis for ensuring that they, and other personnel in their area, follow safe working practices and that facilities are maintained and procedures followed.

In fulfilling their responsibility, they will ensure that:

- The company's Health and Safety Policy and procedures are implemented and complied with.
- The contents are communicated to all employees.
- All employees are adequately trained and instructed to perform the tasks required of them in a safe manner and are aware of known risks and hazards which may exist within the operation of those tasks.

- All accidents and incidents are investigated and that investigations are reviewed where necessary and appropriate action is taken to avoid recurrence.
- That regular safety audits of the company operations are carried out and that all statutory checks of plant and equipment are undertaken.
- That maintenance of electrical appliances is arranged at the intervals specified within the company performance standards.
- Standards which are designed to improve health and safety performance are monitored and reviewed.
- Safe systems of work are applied, reviewed and updated as necessary, including, where necessary, the application of the permit to work system.
- Potentially hazardous substances are used safely.
- The correct PPE is worn at all times.
- Risks are assessed, suitable planning and control measures are introduced and risk assessments are regularly reviewed and updated.
- Vehicles and equipment are operated safely at all times.
- All aspects of health, safety and welfare including heating, lighting, ventilation etc., are provided, adequately monitored and maintained.
- Adequate emergency plans are in place and that these are regularly communicated and tested.

### 3 Supervisors

Must make themselves familiar with relevant company guidelines and demonstrate a personal commitment to the development of a positive safety culture. They will ensure that:

- The company's health and safety policy is implemented in their area of work and that all employees abide with the health and safety rules and guidelines.
- Work areas are maintained in a safe and tidy condition.
- All accidents, incidents and near misses, no matter how minor, are reported to their line manager.
- Safe systems of work are employed at all times.
- All hazardous situations or unsafe conditions are reported to line management for resolution.
- Channels of communication and consultation are maintained with employees in relation to health and safety matters.
- They assist with the performance, review and update of risk assessments.
- Ensure plant operatives comply with health & safety policies, specifically in relation to:
  - THSP05 Occupational Road Risk / Driving for Work
  - THSP15 Workplace Transport
  - THSP16 Loading and unloading vehicles and securing loads
- All employees under their control are adequately trained and instructed to perform the tasks required of them in a safe manner and are aware of known risks and hazards which may exist within the operation of those tasks.
- The correct PPE is worn at all times.

#### 4 Health and Safety Consultants

The Company has appointed suitably trained external health and safety advice and assistance. Experienced Consultants will advise on:

- Relevant legislation and approved codes of practice and ensure that there are appropriate company standards in place to address the requirements of these.
- The appropriate measures required to eliminate or control known hazards, and to safeguard against the introduction of new risks wherever possible.
- Project work, in particular, new tasks, equipment and work methods.
- The accident investigation process, to ensure that accidents are promptly and properly investigated and that suitable preventive control measures are put in place.
- Assisting where necessary with reviewing and updating the health and safety policy and risk assessments.

#### 5 Integrated Management System including H&S Committee

The company has established a IMS (including H&S) Committee, which meets to discuss health and safety policy and strategy.

In addition, there are Health and Safety Sub-committees that consist of representatives of both employees and management. The purpose of the safety committees is to provide an active and ongoing communication and consultation channel in relation to health and safety matters, and to review the results of safety audits and accident and dangerous occurrence investigations with the aim of identifying suitable and effective remedial actions. The committee will meet at least twice a year. Minutes of meetings will include details of actions and responsibilities and will be posted in prominent locations.

#### 6 Employees

All employees, including casual employees, have a duty to look after their own safety and the safety of others, as well as cooperating with management, on all areas regarding health and safety at work.

This duty can be discharged by:

- Complying with the company's Health and Safety Policy.
- Fully observing the safety rules.
- Reporting any safety hazard within their work area or malfunction of any item of plant or equipment to management.
- Fully conforming to all written or verbal instructions given to them to ensure their personal safety and the safety of others.
- Conducting themselves in an orderly manner in the work place and refraining from any form of horseplay.
- Putting forward ideas and/or suggestions which could improve standards of health and safety.
- Using all safety equipment and/or protective clothing as may be provided.

- Encouraging a positive attitude to health and safety matters and setting a good personal example to others.
- Maintaining all implements and equipment in good condition and reporting any defects to management when they occur.
- Reporting all incidents or dangerous occurrences which may cause personal injury or damage to plant vehicles or machinery.
- Observing all laid down procedures concerning processes, materials and substances used.
- Observing the fire evacuation procedures and the position of all fire equipment and exit routes.
- Notifying the company of any other jobs or work which they undertake in addition to their work on behalf of the company.
- To take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.
- To cooperate with management to enable the employer to carry out his legal duties or any requirements as may be imposed.
- No person shall intentionally or recklessly interfere with or misuse any item provided in the interests of health, safety and welfare.
- Every employee must use machines, equipment, dangerous substances, transport equipment, means of production or safety device provided by the employer, in accordance with the training and instructions received, (whether this be written or verbal).
- Every employee must inform the employer, or any other employee with specific health and safety responsibilities for fellow employees, of:
- Any work situation where it is considered that the training and instruction received by themselves or a fellow employee, could represent a serious and imminent danger to their health and safety; and
- of any matter where it is considered that the training and instruction received by themselves or a fellow employee, could present a failure in the employer's protection arrangements for their health and safety, even where no immediate danger exists.

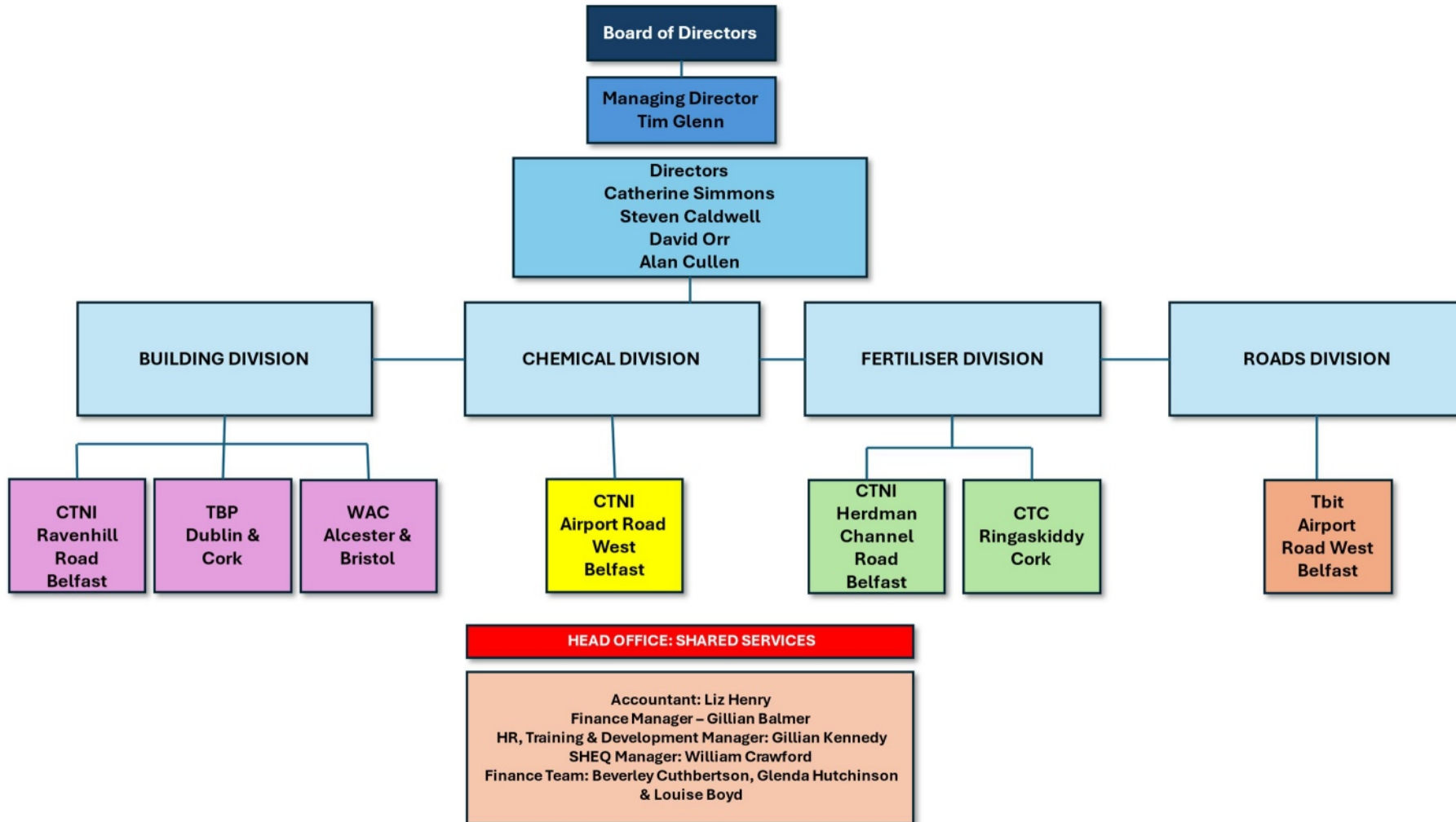
## 7 Divisional First Aiders

Charles Tennant & Co has an adequate number of first aiders at each division, a minimum of two per location. Each site has listed and displayed on Notice Boards the names of all suitably trained personnel.

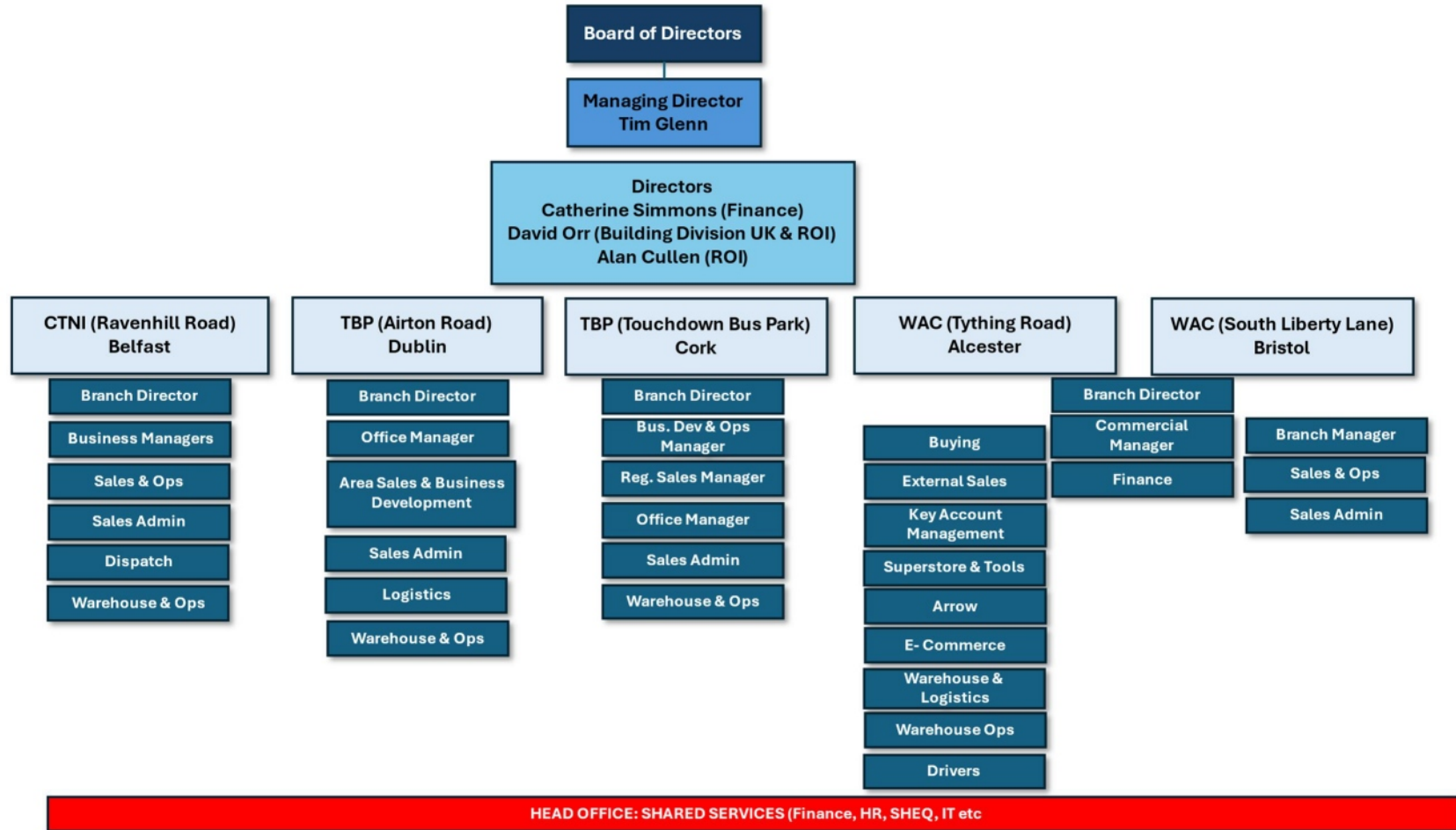
## 12.1 Index of Procedures

<a href="#"><u>THSP01</u></a>	Display Screen Equipment
<a href="#"><u>THSP02</u></a>	Control of Substances Hazardous to Health
<a href="#"><u>THSP03</u></a>	Manual Handling
<a href="#"><u>THSP04</u></a>	Personal Protective Equipment
<a href="#"><u>THSP05</u></a>	Occupational Road Risk / Driving for Work
<a href="#"><u>THSP06</u></a>	Noise & Vibration
<a href="#"><u>THSP07</u></a>	Young Persons & Expectant Mothers
<a href="#"><u>THSP08</u></a>	Electricity
<a href="#"><u>THSP09</u></a>	Work Equipment
<a href="#"><u>THSP10</u></a>	Permit to Work
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<a href="#"><u>THSP12</u></a>	Legionella
<a href="#"><u>THSP13</u></a>	Work at Height
<a href="#"><u>THSP14</u></a>	Safe Systems of Work
<a href="#"><u>THSP15</u></a>	Workplace Transport
<a href="#"><u>THSP16</u></a>	Loading, Unloading and Securing of Vehicle Loads

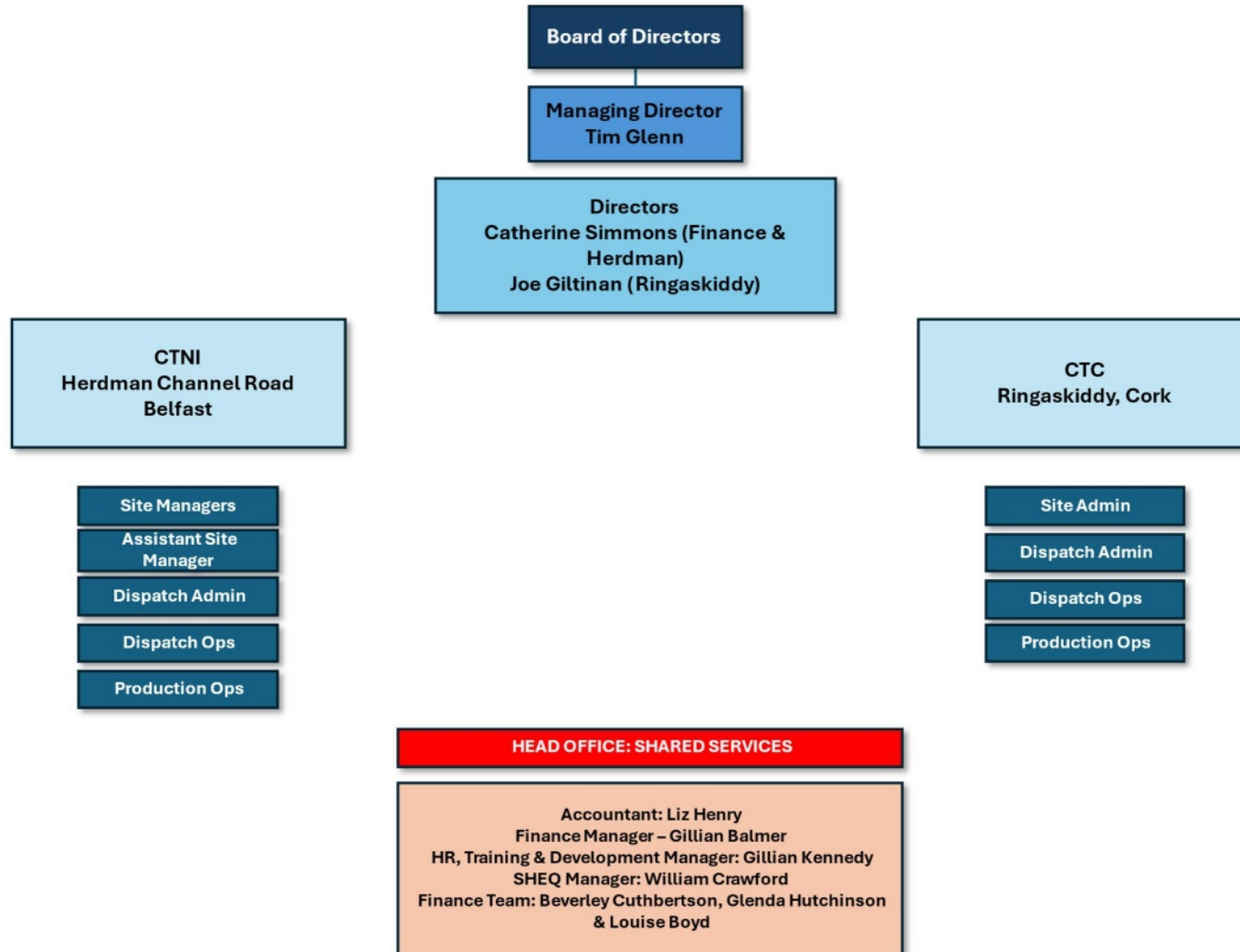
### 13 Organisational Chart – Corporate Structure



## 13.1 Building Division Corporate Structure

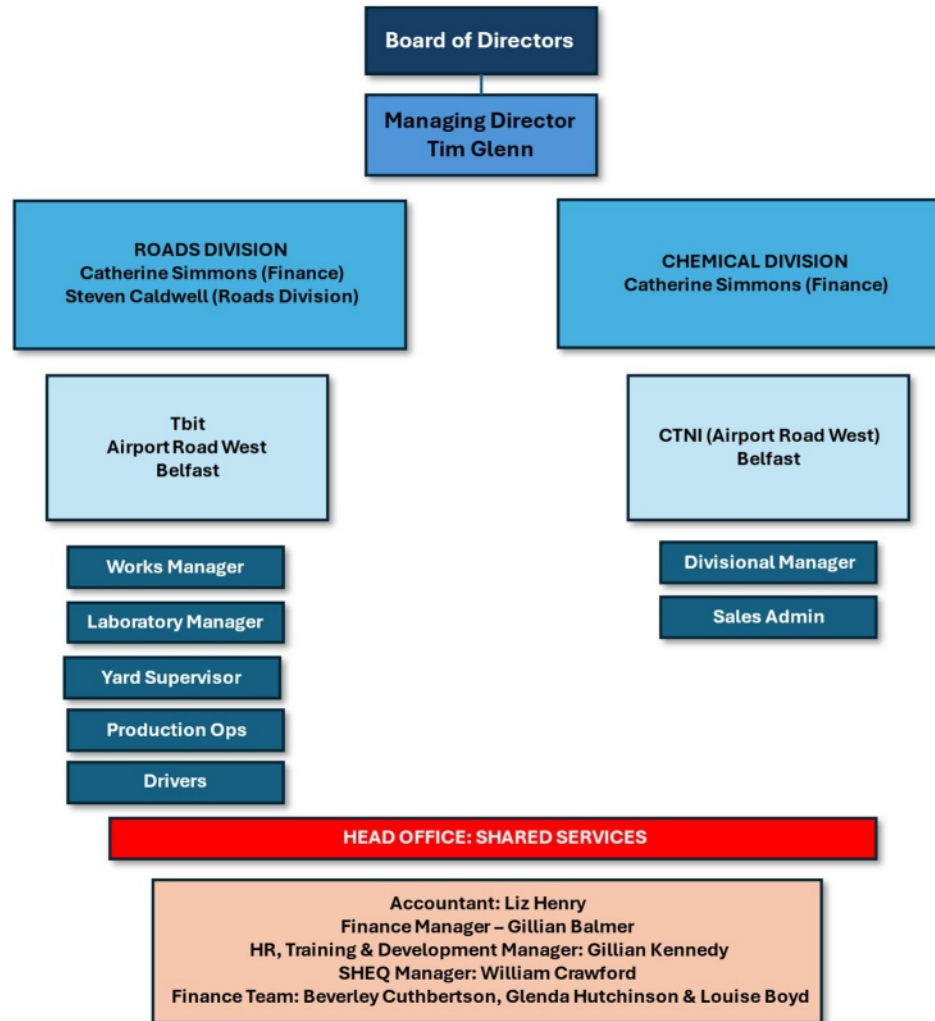


## Fertiliser Division Corporate Structure 13.2





### 13.3 Roads & Chemical Divisions Corporate Structure



## 14 Compliance Matrix

The table which follows demonstrates how each of the clauses the ISO9001:2015, ISO14001:2015 and ISO45001:2018 have been addressed and cross references appropriate documented information and sources and evidence.

ISO 9001:2015		ISO 14001:2015		OHSAS 45001:2018		Method of Compliance
4	Context of The Organisation	4	Context of The Organisation	4	OH&S Management System Requirements	
4.1	Understanding the organisation and its context	4.1	Understanding the organisation and its context	4.1	General requirements	Pages 4-6 IMS Policy
4.2	Understanding the needs and expectations of interested parties	4.2	Understanding the needs and expectations of interested parties	4.2	Understanding the needs and expectations of workers and interested parties	
4.3	Determining the scope of the quality management system	4.3	Determining the scope of the environmental management system	4.3	Determining the scope of the health and safety management system	
4.4	Quality management system and its processes	4.4	Environmental management system	4.4	Health and Safety management system	Page 9 IMS Policy
5	Leadership	5	Leadership	5	Leadership and Worker Participation	
5.1	Leadership and commitment	5.1	Leadership and commitment	5.1	Leadership and commitment	Pages 4,8 and 10 IMS Policy
5.1.1	General					
5.1.2	Customer focus					
5.2	Policy	5.2	Environmental policy	5.2	OH&S policy	Page 10 IMS Policy
5.2.1	Establishing the quality policy					
5.2.2	Communicating the quality policy					

ISO 9001:2015		ISO 14001:2015		OHSAS 45001:2018		Method of Compliance
5.3	Organisational roles, responsibilities and authorities	5.3	Organisational roles, responsibilities and authorities	5.3	Organisational roles, responsibilities and authorities	Page 8 IMS Policy
				5.4	Consultation and participation of workers	

ISO 9001:2015		ISO 14001:2015		OHSAS 45001:2018		Method of Compliance
6	Planning	6	Planning	6	Planning	
6.1	Actions to address risks and opportunities	6.1	Actions to address risks and opportunities	6.1	Actions to address risks and opportunities	Page 8 IMS Policy and Each Process Map
		6.1.1	General	6.1.1	General	
		6.1.2	Environmental aspects	6.1.2	Hazard identification and assessment	TIP05 Environmental Aspects & Risk Assessments and Register of Aspects
				6.1.2.2	Assessment of OH&S risks and other risks to the OH&S management system	H&S risk register, H&S risk assessments, Company risk register
				6.1.2.3	Assessment of OH&S opportunities and other opportunities for the OH&S management system	Company risk register, H&S committee and sub-committee meetings
		6.1.3	Compliance obligations	6.1.3	Determination of legal requirements	TIP02 Compliance Obligations and Register of Legislation/Other Requirements
		6.1.4	Planning action			Page 8 IMS Policy and Each Process Map
6.2	Quality objectives and planning to achieve them	6.2	Environmental objectives and planning to achieve them	6.2	OH&S objectives and planning to achieve them	Pages 7,8 and 10 IMS Policy and Divisional Objectives. TIP05
		6.2.1	Environmental objectives			

ISO 9001:2015	ISO 14001:2015		OHSAS 45001:2018	Method of Compliance	
	6.2.2	Planning actions to achieve environmental objectives	6.2.2	Planning to achieve OH&S objectives	Environmental Aspects & Risk Assessments and TIP06 IMS Review

ISO 9001:2015		ISO 14001:2015		OHSAS 45001:2018		Method of Compliance
7	Support	7	Support	7	Support	
7.1	Resources	7.1	Resources	7.1	Resources	Page 8 IMS Policy and Job Descriptions
7.1.1	General					TIP10 Training
7.1.2	People					No specific document
7.1.3	Infrastructure					No specific document
7.1.4	Environment for the operation of processes					No specific document
7.1.5	Monitoring and measuring resources					TIP06 IMS Review
7.1.5.1	General					No specific document
7.1.5.2	Measurement traceability					TIP11 Vehicle and Plant Maintenance/Inspection
7.1.6	Organisational knowledge					
7.2	Competence	7.2	Competence	7.2	Competence	TIP10 Training
7.3	Awareness	7.3	Awareness	7.3	Awareness	
7.4	Communication	7.4	Communication	7.4	Communication	
		7.4.1	General	7.4.1	General	Health & Safety Committee and Communications Logs
		7.4.2	Internal communication	7.4.2	Internal communication	
		7.4.3	External communication	7.4.3	External communication	

ISO 9001:2015		ISO 14001:2015		OHSAS 45001:2018		Method of Compliance
7 cont.	Support	7 cont.	Support	7 Cont	Support	
7.5	Documented information	7.5	Documented information	7.5	Documented information	TIP04 Document Data Control and Records
7.5.1	General	7.5.1	General	7.5.1	General	
7.5.2	Creating and updating	7.5.2	Creating and updating	7.5.2	Creating and updating	
7.5.3	Control of documented information	7.5.3	Control of documented information	7.5.3	Control of documented information	



ISO 9001:2015		ISO 14001:2015		OHSAS 45001:2018		Method of Compliance
8	Operation	8	Operation	8	Operation	
8.1	Operational planning and control	8.1	Operational planning and control	8.1	Operational Control	TBP01-06, TCP01-02, TFP01, HO01-07, THSP01-14, TBitP01 and PIM and Emergency Plans
				8.1.2	Eliminating hazards and reducing OH&S risks	
				8.1.3	Management of change	
				8.1.4	Procurement	
				8.1.4.1	General	
				8.1.4.2	Contractors	
				8.1.4.3	Outsourcing	
8.2	Requirements for products and services	8.2	Emergency preparedness and response	8.2	Emergency preparedness and response	
8.2.1	Customer communication					TBP01-06, TCP01-02, TFP01, HO01-07, TBitP01 and PIM
8.2.2	Determining the requirements for products and services					
8.2.3	Review of the requirements for products and services					
8.2.4	Changes to requirements for products and services					Emergency preparedness and response
8.3	Design and development of products and services					
8.3.1	General					
8.3.2	Design and development planning					
8.3.3	Design and development inputs					
8.3.4	Design and development controls					

ISO 9001:2015		ISO 14001:2015		OHSAS 45001:2018	Method of Compliance
8.3.5	Design and development outputs				
8.3.6	Design and development changes				
8.4	Control of externally provided processes, products and services				TIP08 Purchasing and TIP09 Supplier Management
8.4.1	General				
8.4.2	Type and extent of control				
8.4.3	Information for external providers				
8 cont.	Operation	8 cont.	Operation		
8.5	Production and service provision				TBP01-06, TCP01-02, TFP01, FTR001, HO01-07, TBitP01 and PIM
8.5.1	Control of production and service provision				
8.5.2	Identification and traceability				
8.5.3	Property belonging to customers or external providers				
8.5.4	Preservation				
8.5.5	Post-delivery activities				
8.5.6	Control of changes				
8.6	Release of products and services				
8.7	Control of non-conforming outputs				TIP03 Corrective Action

ISO 9001:2015		ISO 14001:2015		OHSAS 45001:2018		Method of Compliance
9	Performance evaluation	9	Performance evaluation	9	Performance Evaluation	
9.1	Monitoring, measurement, analysis and evaluation	9.1	Monitoring, measurement, analysis and evaluation	9.1	Monitoring, measurement, analysis and evaluation	TIP06 IMS Review, TIP07 Internal Audits and Process Metrics
9.1.1	General	9.1.1	General			TIP02 Compliance Obligations, Register of Legal /Other Requirements, Customer Satisfaction Questionnaires
9.1.2	Customer Satisfaction	9.1.2	Evaluation of compliance	9.1.2	Evaluation of compliance	
9.1.3	Analysis and evaluation					TIP06 IMS Review
9.2	Internal Audit	9.2	Internal Audit	9.2	Internal audit	TIP07 Internal Audits and TIP03 Corrective Actions
		9.2.1	General	9.2.1	General	
		9.2.2	Internal audit programme	9.2.2	Internal audit programme	
						TIP04 Document Control and Records
9.3	IMS Management Review	9.3	IMS Management Review	9.3	IMS Management review	TIP06 IMS Review
9.3.1	General					
9.3.2	IMS Management Review inputs					
9.3.3	IMS Management Review outputs					

ISO 9001:2015	ISO 14001:2015	OHSAS 45001:2018	Method of Compliance
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10	Improvement	10	Improvement	10	Improvement	TIP06 IMS Review, TIP03 Corrective Action and Divisional Objectives
10.1	General	10.1	General	10.1	General	
10.2	Non-conformity and corrective action	10.2	Nonconformity and corrective action	10.2	Incident, nonconformity and corrective action	
10.3	Continual improvement	10.3	Continual improvement	10.3	Continual improvement	