

## INTEGRATED MANAGEMENT SYSTEM POLICY

POL-00001

### STATEMENT OF INTENT

SAGE Group Holdings Ltd and all its business units (SAGE) have an ongoing commitment and vision to be a world leader in the provision of industrial control, automation and information systems, specialist training, technical resourcing and consulting services for a diverse range of industries. In the delivery of these quality products and services, SAGE will manage health and safety, information security, minimise adverse impacts on the environment and achieve customer satisfaction whilst maintaining sustainable business operations.

This commitment is driven by SAGE's mission to make a positive impact in its work, to make a smarter future and a better world for everyone. SAGE's mission is guided by its core values; Smart, Ambitious, Genuine and Exceptional, and underpinned by the Integrated Management System (IMS) which incorporates Health, Safety, Environment (HSE), quality and information security.

### POLICY OBJECTIVES

- Comply with applicable local and national laws, regulations, codes of practice and maintain certified Health & Safety, Environment, Quality and Information Security management systems;
- Provide safe and healthy working conditions for the prevention of work related injury and ill-health, and a commitment to the protection of the environment;
- Ensure all managers, supervisors, employees, contractors and other workers receive the appropriate support, information, instruction, training and supervision required to safely carry out their duties and IMS responsibilities;
- Identify and assess:
  - a. all hazards to HSE, and
  - b. security risk, and where they cannot be eliminated are effectively controlled, and
  - c. efficiently respond to client quality concerns in an effective manner;
- Develop IMS objectives and targets to continuously improve operations, provide financial and personnel resources for improvement projects, measure and analyse effectiveness, and review progress;
- Ensure workers, clients and suppliers are consulted and encouraged to contribute to the decision making process on IMS matters; and
- Maintain an open and creative work environment that respects and rewards new ideas and innovation.

### STRATEGIES

SAGE will adopt a proactive approach to IMS management by:

- Demonstrating clear management commitment, involvement and exercising due diligence;
- Maintaining appropriate access to systems, consultative mechanisms and reporting IMS issues; and
- Promoting a positive culture that IMS responsibilities are shared.

### POLICY REVIEW AND DISSEMINATION

During induction each worker will be provided with a copy of this policy.

This policy will be reviewed at least every two years to ensure its continued relevance.



**Adrian Fahey**  
Group Managing Director  
24 January 2025