



Industrial Welding and Mechanical Incorporated
QHSE Policy
July 1, 2023
Version 1.0
Responsible Party: Paul Duncan, CEO
Responsible Party Email: pduncan@iwmiva.com

QHSE POLICY

The long-term business success of Industrial Welding and Mechanical Incorporated (IW&MI) depends on our ability to continually improve the quality of our operations while protecting people and the environment. Emphasis must be placed on ensuring human health, operational safety, environmental protection, quality enhancement, and community goodwill. This commitment is in the best interest of our customers, our employees, suppliers, contractors, our stakeholders, and the communities in which we live and work.

At IW&MI, we require active commitment to and accountability for QHSE from all employees and contractors. We uphold this commitment by adhering to international guidelines, as well as all local, state, and federal laws.

Quality Commitment:

1. We are dedicated to delivering welding services that meet or exceed customer expectations.
2. We will continually improve our processes and seek innovative solutions to enhance quality.
3. We will maintain a documented quality management system to ensure compliance with industry standards and regulations.

Health and Safety Commitment:

1. The health and safety of our employees, suppliers, contractors, and visitors is crucial.
2. We will provide weekly safety training, resources, and equipment to enable safe working practices.
3. All employees are responsible for participating in the Workplace Safety Program
4. We will investigate all incidents, accidents, and near-misses promptly and take corrective actions to prevent a recurrence.

In 2022, we had 0 health and safety incidents. We aim to continue to have 0 health and safety incidents through December 01, 2024.

Environmental Commitment:

1. We are committed to minimizing our environmental impact by reducing waste, conserving resources, and adopting eco-friendly practices.
2. We will comply with all relevant environmental laws and regulations and strive to go beyond compliance where possible.
3. We will promote environmental awareness and responsibility among our employees and stakeholders through regularly updated training.

Employee Involvement:

1. We encourage employees to actively participate in QHSE activities, providing feedback and suggestions for improvement.

2. Managers and supervisors will lead by example and promote a culture of safety, quality, and environmental responsibility.
3. We will provide ongoing training and resources to enhance employee QHSE awareness and skills.

Continuous Improvement:

1. We will annually review our QHSE performance, set objectives, and monitor progress to ensure continuous improvement.
2. We will engage in risk assessments and management to proactively identify and address potential hazards and risks.

Communication and Documentation:

1. We will maintain open and transparent communication regarding QHSE matters with employees, contractors, and stakeholders.
2. All QHSE policies, procedures, and records will be documented, regularly reviewed, and made accessible to employees.

Compliance:

1. We will comply with all applicable QHSE laws, regulations, and standards relevant to our business.
2. Non-compliance with this policy or established QHSE procedures will not be tolerated.

Responsibility:

Every employee is responsible for implementing this QHSE policy in their daily work activities. IW&MI's President will provide leadership, resources, and support to ensure the policy's effectiveness.

IW&MI's QHSE Policy is a living document and will be reviewed annually to ensure its continued relevance and effectiveness. Additional reviews may occur if there is a change in relevant laws or regulations that require an amendment to this policy. Employees will be notified and required to acknowledge through signature any changes to this policy.

Next review on 12/01/2024

DocuSigned by:

Paul Duncan

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Paul Duncan, CEO
07/01/2023