

Department	Environmental Management		
SOP Title	Environmental System Policy, covering Health & Safety		
SOP Owner	Siobhan Ellwood	Creation Date	09/03/23
SOP #	EMS01	Last Reviewed/Update Date	25/10/23
Revision #	3	Next Review date	25/10/25

**Change Management – Document Control**

Date	Reason for Change/update
09/03/23	Creation of document
06/09/23	Amendment of the company introduction section to match the IMS Scope and Context.
25/10/23	Addition of Martyn's name at the bottom of the policy as per the 09/10/23 OFI02

**1. Company Introduction**

We supply research scientists within laboratories across the globe, who want to produce accurate, reproduceable data, whilst improving standards of safety and sustainability. We meet their needs by providing innovative solutions that enhance laboratory workflows through simple, but effective technologies. They buy from us because of our product knowledge and industry expertise, proudly provided in a friendly and honest manner. We prove our capabilities by being renowned in our field for over 20 years, with solutions validated through case studies, testimonials and personal recommendations from loyal staff and customers.

Asynt Ltd are committed to complying with all relevant legislation and guidance as applicable to ISO 9001 and ISO 14001 in all geographical areas of operation. We ensure that contractual, regulatory & statutory obligations are understood and met in order to achieve customer satisfaction and to continually improve our IMS.

Asynt has undertaken a SWOT & PESTLE analysis and produced an Aspects & Impacts register to establish internal and external issues relevant to the business.

**2. Policy**

Asynt Ltd have implemented an Environmental Management System which is compliant with the requirements of International Environmental Standard ISO14001:2015 and have committed to the following:

- The maintenance of a safe workplace and the protection of the environment, including the prevention of pollution
- Strong leadership and accountability in framing and driving desirable HSE outcome
- Ongoing evaluation of compliance with HSE laws and other requirements to which the organisation subscribes
- Reducing both human and financial costs of injuries and illnesses through early intervention and rehabilitation support
- Adopting ecologically sustainable development principles
- Consultation on issues that may affect an individual's Health & Safety and Environment Policy
- Proactively identifying and managing HSE risks, and implementing effective controls and systems of work
- Reducing our energy, water and natural resources consumption and waste generation
- Identification and development of critical risk controls
- Comply with all relevant legislation & guidance
- Set and achieve Environmental Management System (EMS) objectives
- Providing all necessary supervision, training, instruction, equipment and information to employees and visitors to our workplaces
- Setting and achieving HSE objectives, targets and improvement plans to drive continual improvement

- Measuring and evaluating our HSE performance through regular audits, inspections and internal reporting

### 3. Roles and Responsibilities

All employees, contractors and visitors are accountable for behaving in a safe and environmentally responsible manner at all times.

Every employee, contractor, and visitor has a personal responsibility to comply with this policy and to notify their manager or guide if there is a compliance issue or question.

It is the responsibility of Asynt's Executive Management to ensure sufficient resources are available to implement this policy.

Managers are responsible for:

- Ensuring that employees are provided adequate training, information and supervision to perform their jobs safely and have the appropriate equipment
- Complying with relevant HSE legislation
- Ensuring that any unsafe practice is eliminated
- The day-to-day management of environmental issues that directly impact their area of responsibility
- Encouraging environmental awareness within their area of responsibility

Employees, consultants and contractors are responsible for:

- Performing their work in a safe manner
- Taking reasonable care that their acts do not adversely affect the Health & Safety of themselves, others or the environment in which we operate
- Reporting any incidents or hazards
- Undertaking their day to day work in compliance with this policy and relevant HSE legislation
- Ensuring that any visitors that they are responsible for are advised of the requirements of this policy.

If you become aware of any actual or possible non-compliance with this policy, you should immediately report it to your Manager and the ISO Representative.

Not adhering to the obligations outlined in this policy could have serious consequences, including actions in line with Asynt's Policies and Procedures outlined in our Company Handbook or the possibility of ending engagements for contractors.

This policy is communicated to all working within scope of the IMS and is available to interested parties via the company website.

This policy is championed and signed by the Managing Director, Martyn Fordham.

Signature

