	Document Title:	IMS (QEOH&S) POLICY	Version:	01
	Document Number:	HL-IMS-POL-21	Issued Date:	APRIL 2022

Horatio Limited is a Civil Engineering Company which provides unparalleled civil engineering services (commercial, residential, interior design, furniture and roads), MEP Services (mechanical, electrical and plumbing) and procurement services through continuous improvement and management of internal system created to consistently meet customers' requirements.


With efficient operational schemes, standards and adopting the process approach, Horatio Limited aims to consolidate its position as a top provider of Quality service through the adoption of the International Management System Standards for Occupational Health and Safety (OH&SMS) – ISO 45001:2018; Quality Management System (QMS) – ISO 9001:2015 and Environmental Management System (EMS) – ISO 14001:2015.

As part of our commitment, we shall:

- ✚ Ensure employee compliance to **Goal Zero** (Zero accidents, Zero incidents and Zero Fatality)
- ✚ Provide a safe working conditions and healthy workforce through safe execution of tasks by prevention of work related injury and ill health
- ✚ Comply with all legal and professional industry requirements, including requirements for service delivery, international project management, best practices, and the use and management of Horatio Limited's infrastructure, assets, personnel and operations
- ✚ Identify and eliminate all hazards, reduce Occupational Health & Safety (OH&S) risks by applying a predefined hierarchy of controls, and addressing the cause(s) or potential cause(s) of non-conformities
- ✚ Protect the environment to prevent pollution and improve our environmental impact management performance
- ✚ Ensure the continual improvement of Horatio Limited's Integrated Management System for Quality, Occupational Health and Safety (OH&S) performance
- ✚ Provide as appropriate, QEOH&S capacity development trainings for Horatio Limited's employees and other relevant interested parties, including actively promoting awareness on Horatio Limited's established QEOH&S programmes for reporting, investigating and addressing risk-incidents and non-conformances across the organization
- ✚ Ensure active consultation and participation of employees and other relevant stakeholders in the development, planning, implementation, evaluation and improvement reviews of our QEOH&S Management Systems
- ✚ Establish clear, measurable and appropriate strategic goals, objectives, targets and action plans at relevant functions
- ✚ Continually improve the effectiveness and relevance of Horatio Limited's QEOH&S Management Systems through periodic reviews of this policy, QEOH&S Objectives and QEOH&S Management System documentation

Top Management maintains the overall responsibility for the corporate performance of Horatio Limited's Integrated Management System, and have delegated the responsibilities and authorities for implementation for the IMS to Managers and employees at relevant functions.

Authorized by: **MR. EYADO OCHO (MD)**
Signature: 
Date: **APRIL 2022**

 HORATIO LIMITED	Document Title:	IMS (QEOH&S) OBJECTIVES	Version:	01
	Document Number:	HL-IMS-QEOO-18	Issued Date:	APRIL 2022

In-line with our IMS (QEOH&S) Policy statement, Horatio Limited aims to:

- ✚ Monitor and Maintain customer feedback on service delivery annually or within two months of project completion to target a minimum aggregate score of 80% on service quality
- ✚ Provide a minimum of 60% of confirmed staff opportunities for relevant professional advancement and QEOH&S management system implementation trainings annually.
- ✚ Reduce number of Quality non-conforming service incidents by 25% quarterly within all operating scope(civil engineering, MEP – mechanical, electrical and plumbing, and procurement services)
- ✚ Reduce the aggregate number of asset down-times, and improve overall assets productivity by targeting a maximum of one incident of asset downtime per quarter
- ✚ Reduce the aggregate number of Environmental and Occupational Health &Safety incidents across the organization by 40% quarterly
- ✚ Achieve 100% compliance to corporate HSE risk management frameworks (policies and programmes) and all applicable statutory and regulatory requirements annually.

Authorized by: **MR. EYADO OCHO (MD)**

Signature:



Date:

APRIL 2022