**INTEGRATED MANAGEMENT SYSTEM POLICY**

Governance Systems International (GSI) is committed to the provision of solution-oriented consulting services in tackling Africa’s development challenges through training, technical assistance and Development Research with the aim of satisfying the needs and expectations of her clients as well as other stake holders and considering social, economic, gender, and environmental challenges. Management at GSI strive to comply with its compliance obligations and has gone ahead to establish an integrated management system based on the international standards of *ISO 9001:2015, ISO 14001:2015 &ISO 45001:2018 with the aim of providing quality services, environmental conservation, safe guarding property and lives.*

*The organization is committed to enhancement of the Integrated management system (IMS) by;*

1. *Building a mutually profitable relationship with our* clients*, ensuring their long-term success, through the understanding of their needs and the needs of their customers as well,*
2. *Enhancing the systematic research and use of best preventive practices at all levels and ensure reliable risk management,*
3. *Managing their operational environmental aspects & daily impacts in order to avoid irreversible environmental damage,*
4. *Using products that minimize damage to the environment,*
5. *Promoting sustainable resource use,*
6. *Capacity Building, promoting employees and the community to work in a safe way and in an environmentally responsible manner,*
7. *Development and design of services, work practices that have the least environmental impact,*
8. *Considering the efficient use of energy and other resources,*
9. *Promoting and encouraging the adoption of environmental controls by suppliers and contractors acting on behalf of the organization,*
10. *Development, implementation and maintenance of emergency preparedness plans.*
11. *Reducing risk to acceptable levels to safe guard lives from ill health, work related injuries and fatalities*.

In addition to the above commitment, Management at GSI fosters openness and dialogue with both employees and the public, encouraging them to respond with their concerns or improvement ideas within the scope of the organization’s operations and maintains a set of environmental objectives and targets that are monitored through the management review process to ensure effectiveness and their continued improvement.

***Note:*** *This policy is communicated at various levels to ensure that it is understood and followed by all company employees as well as stake holders.*

***Prepared by****: Derrick Bwabye - IMS Coordinator* ***Approved by****; Tom Kyakwise- Chief Executive Officer*

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