INTEGRATED MANAGEMENT POLICY (QHSE & SDGS)

FIRST ADITION
1st May 2024

Contents

Policy Statement

At K2A Management, we are committed to achieving excellence in quality, environmental sustainability, and occupational health and safety through compliance with ISO 9001, ISO 14001, and ISO 45001 standards. Guided by the principles of the UN Women's Empowerment Framework and our dedication to Sustainable Development Goals (SDGs) Good Health and Well-Being, Gender Equality, Decent Work and Economic Growth, and Reduced Inequalities.

We integrate innovation, inclusivity, and accountability into every aspect of our operations. This commitment ensures that we deliver value to our clients, employees, and society while fostering sustainable and equitable growth along with commitment to meet legal and Regulatory requirements.

Signed By:
Dr. Madhu Aman Sharma
Founder & CEO
K2A Management

1. Purpose and Scope

This policy outlines K2A Management's commitment to:

- Compliance with ISO 9001, ISO 14001, and ISO 45001 standards.

- Integration of UN Women's Empowerment Principles and SDGs into operations.

- Continuous improvement in quality, environmental stewardship, and occupational health and safety.

This policy applies to all employees, contractors, and stakeholders involved in K2A Management's operations.

1.1 Quality Commitment

- Objective: Deliver services that exceed client expectations and drive operational excellence.

- **Approach:**

  - Align operations with ISO 9001 standards for consistency and customer satisfaction.

  - Encourage a culture of innovation and accountability among all employees.

1.2 Environmental Sustainability

- **Objective: Minimize the environmental impact of operations and promote sustainability.**

- **Approach:**

  - Adhere to ISO 14001 standards for pollution prevention, resource efficiency, and waste management.

  - Commit to sustainable practices aligned with SDG 13 (Climate Action).

  - Regularly monitor and improve environmental performance indicators.

1.3   Health, Safety, and Well-Being

- **Objective: Maintain a safe and healthy working environment for all employees and stakeholders.**

- **Approach:**

    - Implement proactive risk management and hazard identification in compliance with ISO 45001.

    - Align health and safety practices with SDG 3 (Good Health and Well-Being).

    - Encourage a culture of safety awareness and empowerment.

1.4   Gender Equality and Empowerment

- **Objective: Foster an inclusive, gender-equal workplace.**

- **Approach:**

    - Uphold the UN Women's Empowerment Principles, promoting equal opportunities.

    - Support SDG 5 by ensuring fair representation and eliminating workplace discrimination.

1.5   Decent Work and Economic Growth

- **Objective: Ensure fair labor practices and foster career growth opportunities.**

- **Approach:**

    - Support SDG 8 by providing fair wages, safe working conditions, and professional development.

    - Engage employees in decision-making and innovation to enhance organizational growth.

1.6 Reducing Inequalities

- **Objective: Promote inclusivity and reduce inequalities within the workplace and community.**

- **Approach:**

  - Align policies with SDG 10, ensuring fair treatment for all, regardless of gender, ethnicity, or background.

  - Collaborate with local communities to drive social and economic equity.

1.7 Legal and Regulatory Compliance

- **Objective: Maintain compliance with all relevant legal and regulatory requirements.**

- **Approach:**

  - Regularly review and update organizational practices to align with evolving laws and standards.

1.8 Continuous Improvement

- **Objective: Foster innovation and improve organizational performance.**

- **Approach:**

  - Utilize feedback and performance monitoring to identify areas for enhancement.

  - Emphasize accountability and adaptability across all operations.

1.9 Communication and Awareness

- **Objective: Ensure awareness and understanding of this policy among all stakeholders.**

- **Approach:**

  - Communicate policy objectives clearly to employees and contractors.

- Promote awareness of ISO compliance and SDG commitments within the organization.

2. Implementation and Review

- This policy will be reviewed annually to ensure its relevance and effectiveness.

- K2A Management's leadership will oversee its implementation and ensure compliance across all levels of the organization.

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