



INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY (ISO 9001, ISO 14001, ISO 45001 and ISO 50001)

FISD Limited (FISD Ltd) is a wholly owned Malawian company registered under the limited by Shares Company Act of 1985. FISD Ltd is a revenue generating entity of the Foundation for Irrigation and Sustainable Development (FISD); a local NGO that was formed with an aim of spearheading Sustainable development and promoting the livelihood of the rural to complement the Malawi Government's efforts for the same. FISD Ltd specializes in Design and Implementation of Innovative Irrigation, Water Supply Engineering works, clean energy and Financing.

FISD Ltd fully embraces and implements the principles and dictates of an Integrated Management System (IMS) in all its operations. All our processes, products and services are premised on the requirements of ISO 9001 (Quality Management System), ISO 14001 (Environment Management System), ISO 45001 (Occupational Health and Safety Management System), ISO 50001 (Energy Management System) standards.

This policy is underpinned by:

- Regularly reviewing business performance against objectives that are aligned to FISD Strategic Plans.
- Continuously improve our services and operations in terms of quality, occupational health and safety, energy performance and efficiency to exceed customer and employee expectations whilst being an environmentally responsible entity.
- Pursuing technological initiatives and best practices that promote sustainability in production processes through purchasing energy-efficient and environmentally compliant products and services.
- Identifying and eliminating hazards and controlling occupational risks through a systematic risk management process with the aim of minimizing work-related illnesses and injuries.
- Complying with relevant statutory and regulatory requirements and obligations, corporate best practices and standards related to product Quality, Environment Health and Safety (EHS) and Energy usage.
- Effectively communicating provisions of this policy and providing training to FISD staff, management, visitors and contractors to make them knowledgeable of their obligations and rights to a safe, healthy and environmentally friendly workplace whilst providing quality services and products.
- Fostering employee participation and consultation on issues that relate to Quality improvement, EHS and Energy Management.

This FISD IMS Policy is maintained and communicated to all employees, visitors, customers, contractors, suppliers and reviewed to reflect changes to the business and context of the organization.

Workers Representative

IMS Manager

Managing Director