



## POLICY: CMS108 Technical Competence

REVISION RECORD				
REV	DATE	DESCRIPTION OF REVISION	PREPARED BY	AUTHORISED BY
E	27-11-2024	Full review and template update	Andy Oakes	Shaun Tolfree

### POLICY STATEMENT

Sanctus Ltd have established this Technical Competence Policy to be consistent with the purpose and context of our Organisation and the requirements of our Environmental Permit. It provides a framework for the setting and review of our Competence Management System (CMS) objectives in addition to our commitment towards the following:

- Top management will demonstrate leadership and commitment to the CMS and take accountability for the effectiveness of the system.
- Ensuring the integration of the CMS system into the organisations processes.
- To continual improvement of the competence management system to enhance environmental permit compliance.
- Supporting other management roles to demonstrate leadership as it applies to their area of responsibility.
- To protect the environment, including the prevention of pollution by ensuring activities are carried out by technically competent people.
- To minimize our impact on the environment through responsible management.
- To ensure competency of all employees, contractors and associates through training, awareness, and communication.
- To conform to all applicable legislative, regulatory and compliance obligations.
- To conform to the requirements of our Environmental Permit.
- To plan and design work practices in accordance with the requirements of the Environmental Permit and consider normal, abnormal and emergency practices when setting competencies.
- To continually improve our Competence Management System and to enhance environmental performance; maintain and improve the competence of employees, contractors and associates.
- To communicate the requirements of the Environmental Permit, ISO 14001 Standard and the CMS to all relevant employees, contractors and associates, and provide updates on our performance against the targets and objectives set.



This Policy will be communicated to all staff at initial CMS training courses and upon recruitment at Induction training.

The company will make resources available to ensure that technical competence maintained at all times and ensure the provisions of this policy are met.

This Policy will be reviewed as often as necessary to reflect any changes within the CMS and made available to all relevant parties, including auditors of the Sanctus ISO 14001 accreditation, Clients, Prequalification questionnaires, and published on our website.

Contractors and subcontractors will be made aware of the Sanctus Technical Competence Policy and Competence Management System via the Sanctus SMS 136 Quality, Environmental and Safety Questionnaire.

Reviewed & Signed, for and on behalf of  
Sanctus Ltd:

A handwritten signature in blue ink, appearing to read "Shaun Tolfree".

Shaun Tolfree – 27/11/2024