



## QUALITY POLICY STATEMENT

Socium Total Talent Management Ltd is dedicated to operating a Quality Management System (QMS) to meet the requirements of BS EN ISO 9001:2015 in order to demonstrate our commitment to Quality to all our stakeholders.

To facilitate continual improvement, measurable objectives and targets shall be set at relevant functions and levels of the organisation.

The defined organisation structure, specified responsibilities and the provision of adequate resources, shall allow for the effective implementation of this Policy and the QMS throughout the organisation.

We are committed to:

- Compliance with identified legal and other requirements, including customer requirements, industry standards and best practice
- Providing all necessary resources to ensure we comply with quality and all other legal and other requirements
- Ensuring personnel acting for, or on behalf of the company, are competent to fulfil their duties to all relevant standards
- Ensuring full co-operation and support from our employees in contributing to the effective implementation of the QMS
- Co-operation and co-ordination with relevant stakeholders, including clients, contractors and enforcing authorities etc
- Evaluating compliance with identified legal and other requirements through pro-active and re-active monitoring and measuring activities
- Effective analysis of data arising from monitoring and measuring activities to ensure customer satisfaction and conformity with identified requirements and to measure performance and the effectiveness of the QMS.

### Employee Competence and Training

The company shall ensure that all new employees are made aware of the Company's commitment to the QMS as part of their general induction training.

All new employees will be assessed for competency skills and training prior to employment and where applicable will be recorded on the competency and skill matrix.

All training needs will be identified through regular work appraisals. The company is committed to using industry approved training providers.

The company will ensure that this policy is communicated and available to all relevant stakeholders as appropriate.

This policy and the QMS shall be reviewed for effectiveness and suitability at least annually as part of the management review process.

This statement represents my commitment on behalf of the company.

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Signed



Position

Executive Chairman

Date: 1 September 2020