Plastica Ltd

Integrated Management System Manual

ISO 14001:2015
ISO 45001:2018
PAS 99:2012

Certificate Number: CAP1288

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HS&E 26

Company Profile

Founded in 1972, Plastica Ltd is the leading independent pool products manufacturer in the UK. Based at our 13,000 square metre factory at St Leonards on Sea where we manufacture Wooden Pools, Solar, Heat Retention and Winter Debris Covers, Reels, Pool Liners, Relax Water Treatments and Stainless Steel and bespoke parts, such as Ladders and Handrails and in-house ABS pipework and much more.

An essential requirement of the continuing maintenance and development of the Company's objectives are the installation of an integrated system that meets the requirements of:

- ISO14001:2015
- ISO45001: 2018
- PAS 99:2012

This Manual Covers the activities and functions performed by the organisation included in the service scope definition:

Manufacture and supply of swimming pool equipment and services.

Manufactured products include, but are not limited to, Water Treatment (chemicals for pools), Covers, Liners, Pipe and Fittings, Pumps, engineered products including domestic and commercial Reel Storage Systems, Ladders and Handrails.

The Management system is designed to meet the requirements of PAS 99: 2012.

This document is approved for use by Managing Director (MD HSFE), Business Development Director (BDD HSFE) and IT Director (ITD HSFE) with overall responsibility for the Health, Safety and Environmental Policy and Issues.

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1. Document Control

Document

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Authorisation

Authorised By: Edward Campbell-Salmon

Position: Managing Director

Authorised Date:

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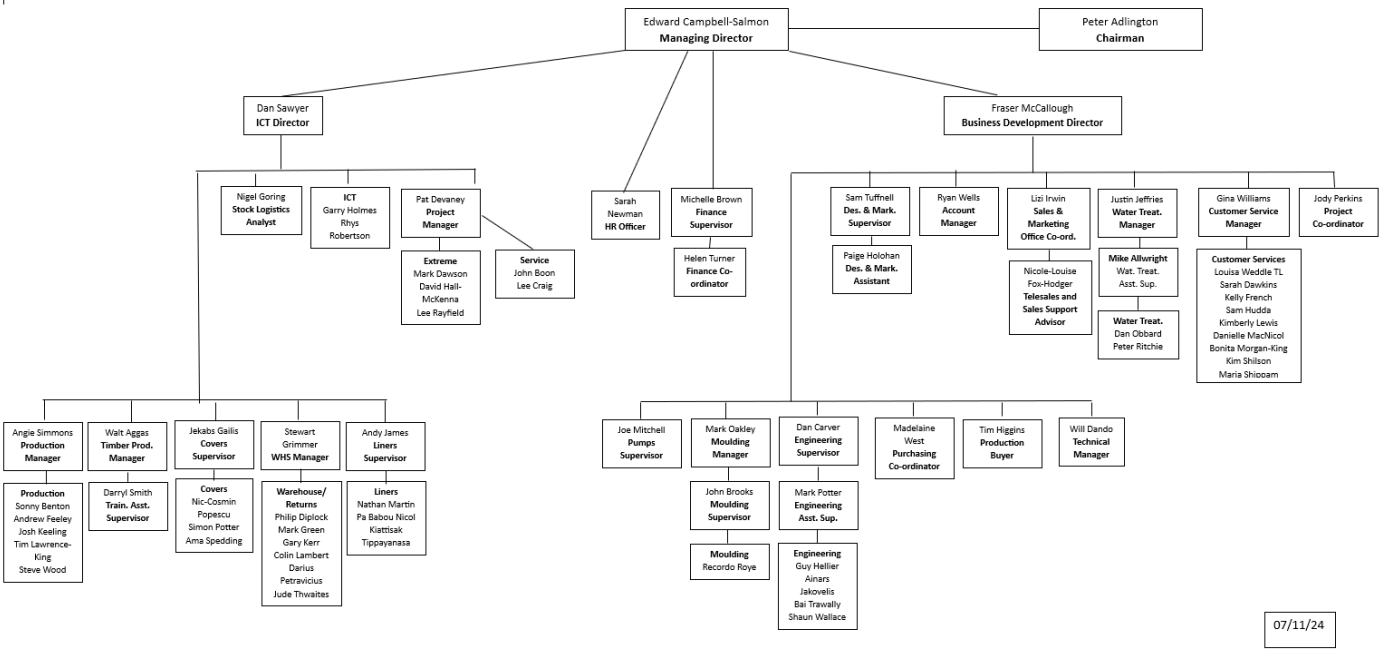*These copies will be uncontrolled when printed*

2. Document Amendments

All copies of this Integrated Management Systems Manual (IMSM) must be kept under strict control to prevent the system from becoming unreliable. The following controls will ensure that the system remains current and valid.

1. All copies of the manual will be clearly numbered, and the Holder recorded.

2. Each page in the manual will carry its own number.

3. The Managing Director (MD HSFE), Business Development Director (BDD HSFE) and IT Director (ITD HSFE) with overall responsibility for Health, Safety and Environmental Issues will be responsible for all revisions and additions being recorded.

4. Changes can be suggested by any Employee but must receive signed approval before being entered into the IMSM.

5. All changes must be recorded on the Amendments Table (example below) and appropriate pages in each document changed. Significant changes will be shaded to make them easy to identify. (Where existing text is reworded or reorganised in the document, these changes will not be shaded.)

Amendments Table					
Doc. No.	Page No.	Issue	Date	Description of change	Authorisation

3. Company Organisation Chart

Edward Campbell-Salmon — Managing Director

Peter Adlington — Chairman

Dan Sawyer — ICT Director

- **Nigel Goring** — Stock Logistics Analyst
- **ICT** — Garry Holmes, Rhys Robertson
- **Pat Devaney** — Project Manager
  - **Extreme** — Mark Dawson, David Hall-McKenna, Lee Rayfield
  - **Service** — John Boon, Lee Craig

Production / Operations (under ICT Director)

- **Angie Simmons — Production Manager**
  - **Production** — Sonny Benton, Andrew Feeley, Josh Keeling, Tim Lawrence-King, Steve Wood
- **Walt Aggas — Timber Prod. Manager**
  - **Darryl Smith — Train. Asst. Supervisor**
- **Jekabs Gailis — Covers Supervisor**
  - **Covers** — Nic-Cosmin Popescu, Simon Potter, Ama Spedding
- **Stewart Grimmer — WHS Manager**
  - **Warehouse/Returns** — Philip Diplock, Mark Green, Gary Kerr, Colin Lambert, Darius Petravicius, Jude Thwaites
- **Andy James — Liners Supervisor**
  - **Liners** — Nathan Martin, Pa Babou Nicol, Kiattisak Tippayanasa

(Under Managing Director)

- **Sarah Newman — HR Officer**
- **Michelle Brown — Finance Supervisor**
  - **Helen Turner — Finance Co-ordinator**

Fraser McCallough — Business Development Director

- **Sam Tuffnell — Des. & Mark. Supervisor**
  - **Paige Holohan — Des. & Mark. Assistant**
- **Ryan Wells — Account Manager**
- **Lizi Irwin — Sales & Marketing Office Co-ord.**
  - **Nicole-Louise Fox-Hodger — Telesales and Sales Support Advisor**
- **Justin Jeffries — Water Treat. Manager**
  - **Mike Allwright — Wat. Treat. Asst. Sup.**
  - **Water Treat.** — Dan Obbard, Peter Ritchie
- **Gina Williams — Customer Service Manager**
  - **Customer Services** — Louisa Weddle TL, Sarah Dawkins, Kelly French, Sam Hudda, Kimberly Lewis, Danielle MacNicol, Bonita Morgan-King, Kim Shilson, Maria Shippam
- **Jody Perkins — Project Co-ordinator**

(Under Business Development Director)

- **Joe Mitchell — Pumps Supervisor**
- **Mark Oakley — Moulding Manager**
  - **John Brooks — Moulding Supervisor**
    - **Moulding** — Recordo Roye
- **Dan Carver — Engineering Supervisor**
  - **Mark Potter — Engineering Asst. Sup.**
    - **Engineering** — Guy Hellier, Ainars Jakovelis, Bai Trawally, Shaun Wallace
- **Madelaine West — Purchasing Co-ordinator**
- **Tim Higgins — Production Buyer**
- **Will Dando — Technical Manager**

07/11/24

4. Integrated Management System

4.0   Context of the organisation

4.1   Understanding the organisation and its context

We have determined the external and internal issues that are relevant and that affect the ability to achieve the intended outcome(s) of the integrated management system (IMS). We have considered the full business environment, the key drivers and trends having impact on the objectives of the organisation and the relationship and values of external stakeholders. Details of the context of our organisation are given below:

Scope: Manufacture and supply of swimming pool equipment and services.

Manufactured products include, but are not limited to, Water Treatment (chemicals for pools), Covers, Liners, Pipe and Fittings, Pumps, engineered products including domestic and commercial Reel Storage Systems, Ladders and Handrails.

Founded in 1972, Plastica is the leading independent pool products manufacturer in the UK. Based at our 13,000 square metre factory at St Leonards on Sea where we manufacture Wooden Pools, Solar, Heat Retention and Winter Debris Covers, Reels, Pool Liners, Relax Water Treatments and Stainless Steel and bespoke parts, such as Ladders and Handrails and in-house ABS pipework and much more.

The Integrated Management System is designed to meet the requirements of PAS 99:2012 (ISO14001:2015, ISO45001: 2018).

The organisation understands that an essential requirement of the continuing maintenance and development of the organisation's performance and objectives is the installation of an integrated system registered to PAS 99:2012 (ISO14001:2015, ISO45001: 2018).

Plastica Ltd is aware of the legal requirements that apply to their Products/Services. A Legal Compliance Register (HS&E 47) is in place.

Plastica Ltd is aware of the major issues that can impact on our IMS, affecting our business activities or are likely to affect. These issues range from trivial to those so serious and could all affect our products / services. The issues and impact on the IMS and our products and services will be both internal and external issues.

Internal Issues:

Major internal issues are identified as cultural issues, Knowledge issues, service delivery (staff) issue, performance issues, value issues.

Cultural issues

We have considered and examined the following but do not limit our investigation as our management system and its processes interlink with others.

Management style – this can have a major impact on how our management system is viewed, led and performs. In our experience, there are two primary styles – command and empowerment.

A workforce / Management relationship – this can have a significant impact on the IMS and usually breaks down into two types of Conflict or Cooperation.

Corporate involvement - global organisations may suffer from corporate restrictions and involvement that can stifle local initiative.

Knowledge issues

Knowledge issues stating the needs of knowledge to successfully run our IMS, to operate its processes and to provide products and services that fully meet requirements. This knowledge is generated within the organisation and also obtained externally.

- Internal knowledge
- Lessons learned from failures and successes
- Undocumented knowledge and experience
- Intellectual property

Staff issues

Staff issue refers to the people who deliver our services to our clients. This refers to the member of staff who are not performing their duties to an acceptable standard and do not advise management of any issues in a timely manner. The consequences of this issue would be discussed with the member of staff and re-training provided as required.

Performance issues

Performance issues can embrace how management view the IMS and measure its performance, the amount they are prepared to invest in it and the importance they place on the management system in relation to other key functions.

The IMS and its performance – the IMS can be broadly viewed by the organisation's management as an overhead; a part of the business or a strategic part of business development – which enables significant business benefits to be achieved; the IMS is an integral part of the organisation's culture

Value issues

This links to the performance issues discussed above and includes the value that management and others place on the contribution made by the IMS to the business success.

If the IMS is viewed as an overhead, the value of the contribution made by it to the business is probably seen as minimal and more of a cost burden.

If the IMS is viewed as part of the business its value will probably be tangible in the savings that can be made by reducing rejections, the burden of audits and the continued loyalty of satisfied customers.

When the IMS is seen as a strategic part of the business its value will be measured routinely by the financial system and treated as a "profit centre". The costs will almost certainly be categorised by the financial people as "operational" and the measurement systems will routinely measure the savings transferred to the "bottom line" of the balance sheet.

External issues

External issues follow broad categories and can be local, national or global.

External issues to our organisation are identified as legal issues, technological issues, external culture issues, social issues, external economic issues.

Legal issues

We are subject to legislation and regulations that applies to our business and comply with them. As an organisation, we are aware of the related legislation that is affecting our business now and that are likely to affect us in the future.

Technological issues

These are issues that can have significant impacts on quality of our products/services - both positive and negative. Some positive impacts that technology can bring is to reduce process output variation by reducing or eliminating human errors ("fool proofing"); increase/optimise error free process yields; provide automated proof of process and product/service conformance; provide automated data analysis and trends; provide automated identity and traceability; improve communication

Some negative impacts would be that the technology can go wrong, causing a complete system crash or it could be subject to hacking and other infringements including intellectual property theft.

Technological issues related to our business are constantly reviewed and their affect is considered.

Competition issues

We are aware of our competition and the threats they pose. We have a variety of different products / services, quality and competitiveness which are reviewed by our top management.

Market environment issues

This links to the competition issues discussed above but may be broadened by other issues such as trade quotas, government subsidies and other protectionist and political measures in place.

External cultural issues (as opposed to the internal cultural issues discussed previously)

We are aware of the effect of external culture issues. Our business operates in regions with different national cultures and requires different approaches.

Social issues

Social issues depend upon what the organisation does and the regions in which it operates.

Social issues are also considered as our business operates in regions with different national cultures and require different approaches. We consider issues of social accountability and unethical work practices.

External economic issues

External economic and environment issues can directly affect our products and services. External finance for investment and business growth are considered as external economic issues. Although we have no control over external economic issues, the business activities that the external economic can directly affect and their impacts must be planned for.

The following are some of the issues our management may have to consider in the context of our organisation:

- global and regional economic fluctuations;
- political stability/instability that have an effect on the financial environment and the ability to obtain materials, people and other resources;
- local government and regional government policies;
- financial crises that can result in overdrafts and loans being suddenly withdrawn;

- malicious attacks on currencies;
- exchange rate fluctuations;
- the parent corporate financial health (which may affect regional operations even though they are in themselves healthy);
- investment decisions (good and bad).
- war

All internal and external issues which can impact our IMS and its outputs are considered by our directors and continuously reviewed.

We have taken into account external and internal issues and their impact in planning actions to address risks and opportunities and to define our objectives and our planning to achieve them.

We have considered these issues and have determined the risks and opportunities that need to be addressed to assure the IMS can achieve its intended outcomes; that we prevent or reduce undesired effects and achieve continual improvement.

See document – HS&E 27 - Scope of Integrated Management System

4.2   Understanding the needs and expectations of interested parties

We have identified the interested parties and their requirements. The emphasis is on occupational health and safety and the environment. We have included a process to determine any legal requirements relating to activities, products and services that are relevant to the scope of the management system.

Interested parties that are relevant to the Integrated Management System are known to be working in the environment that business is involved in as a whole. Interested parties known to the business and their expectations are:

- Customers: expectations are quality, competitive price and delivery performance of the services;
- Competitors: expectations are the variety of different range of products;
- Regulatory Bodies: require the organisation to meet required legislation;
- Manufacturers and supply chain; are expecting mutual benefit and continuity;
- Suppliers: expectations are good working environment and business relationship, good communication, continuity and mutual benefit. Furthermore, the supply of goods and services at a mutually agreeable quality and price;
- Employees: expectations are job security, good working environment, recognition and rewards;
- Contractors: expectations are business relationship, continuity and mutual benefits in a good working environment;
- Landlords: expectations are good use of properties, mutual benefit and continuity;
- Society: expectation includes ethical behaviour, transparency, compliance with statutory and regulatory requirements;
- Insurers: expectations are required covers;
- And Owners: expectations are transparency, accuracy and sustained profitability.

See document –   HS& 27 - Scope of Integrated Management System
                    HS&E 47 - Legal Compliance Register
                    And our My Compliance system

4.3   Determining the scope of the integrated management system

We have determined the boundaries and applicability of the system to establish the scope of this integrated management system. We have also taken into account the requirements addressed in 4.1 and 4.2 above, and the activities, products and services within our control or influence.

See document –   HS&E 47 - Scope of Integrated Management System

4.4   Integrated management system (IMS)

We have established, implemented, maintained and continually improved the management system, including the processes needed and their interactions, in accordance with the requirements of this PAS. In order to deliver the requirements, we have identified:
- The processes needed for the implementation, operation and maintenance of the management system and their application throughout the organisation;
- The sequence and interaction of these processes and the applicability for integration of these processes;
- Criteria and methods needed to ensure that both the operation and control of these processes are effective;
- The availability of resources and information necessary to support the operation and monitoring of these processes;
- The required monitoring, measurement and analyses of these processes and have implemented the actions necessary to achieve planned results and continual improvement.

See document – HS&E 43 - Process Diagram

5.0   Leadership

5.1   Leadership and commitment

Management have demonstrated leadership and commitment with respect to the IMS by:

- Ensuring that policies and objectives are established for the IMS and are compatible with the strategic direction of the organisation;
- Ensuring the integration of the IMS requirements into the organisation's business processes;
- Ensuring that the resources needed for the IMS are available;
- Communicating the importance of effective management and of conforming to the IMS requirements;
- Ensuring that the IMS achieves its intended outcome(s);
- Directing and supporting persons to contribute to the effectiveness of the IMS;
- Promoting continual improvement;
- Supporting other relevant management roles.
- Ensuring that there are processes for the consultation with, and participation of, all employees:
- Ensuring that employees are protected from reprisals when reporting incidents, hazards, risks and opportunities.

5.2   Policies

We have developed polices for each part of the system which are included in this manual. We have kept these polices separate. These are:

- HS&E 11 Environmental Policy;
- HS&E 01 Health and Safety Policy.

IMS policies are available as documented information; they are communicated within the organisation and are available to interested parties as appropriate.

See Document –   HS&E 01 Health & Safety Policy
                   HS&E 11 Environmental Policy

5.3   Organisational roles, responsibilities and authorities

Management ensures that the responsibilities and authorities for relevant roles are assigned and communicated within the organisation. These are:

- Ensuring that the IMS conforms to the requirements of this PAS;
- Reporting on the performance of the IMS to directors;
- Reporting to directors on the performance of the management systems for review, including recommendations for improvement.

The organisation has identified, documented and communicated the roles, responsibilities and authorities of those involved in the management system and their interrelationships within the organisation.

See Document –   HRF 20 - Job Description Template
                   HRF 17 - Competency Record Template
                   HSEF 122 - Organisation, Responsibility, Authority Chart

6.0   Planning

6.1   Actions to address risks and opportunities

When planning for the IMS, we consider the issues referred to in clause **4.1** and the requirements referred to in **4.2** and determine the risks and opportunities that need to be addressed to:
- Assure the IMS can achieve its intended outcome(s);
- Prevent or reduce undesired effects;
- Achieve continual improvement.

This process addresses not only commercial risks and opportunities, but also the Health and Safety and Environmental risks and opportunities related to our organisation's activities.

We also determine all legal and other requirements that are relevant to our organisation.

See Document -   HS&E 28 - Risk Assessment Procedure
                   HS&E 38 - Actions to address Risks and Opportunities
                   HS&E 43 - Process Diagram
                   PD 001 – Plastica Document Register
                   HS&E 47 - Legal & Compliance Register
                   HSEF 115 - IMS Objectives
                   HS&E 48 - Environmental Assessment & Impact Register
                   Our My Compliance system

6.2   IMS objectives and planning to achieve them

IMS objectives have been established throughout the organisation. These meet the following requirements:

- Consistent with the IMS policy;
- Measurable (if practicable);
- Take into account applicable requirements;
- Monitored;
- Communicated.

See documents – HS&E 29 - Planning to achieve Objectives
HSEF 115 - IMS Objectives

7.0   Support

7.1   Resources

We have determined and provided the resources needed for the establishment, implementation, maintenance and continual improvement of the IMS. In the first instance, we have identified resources to manage effectively each component of the management system.

See document – HS&E 30 - Measuring and Monitoring Resources
HS&E 46 - Resources
HRF 20 - Job Description Template
HRF 17 - Competency Statement Template
HSEF 122 - Organisation, Responsibility, Authority Chart
Our My Compliance System

7.2   Competence

We have determined the competence of person(s) doing work under its control that affects performance to ensure that these persons are competent on the basis of appropriate education, training or experience and where applicable, take actions to acquire the necessary competence and evaluate the effectiveness of the actions taken.

See document – HRF 17 - Competency Statement Template

7.3   Awareness

Persons doing work under the organisation's control are aware of the policies, their contribution to the effectiveness of the system and the implications of not conforming to the IMS requirements. They are also made aware of hazards and health and safety risks related to their work and that they may remove themselves from any situation presenting an imminent and serious danger, without facing reprisals.

See document – HRF 17 - Competency Statement Template
HSEF 117 - Communication Register

7.4   Communication

We have determined and have implemented effective arrangements for necessary internal and external communications relevant to the system.

We have processes in place for consultation and participation of workers at all levels and in all functions in matters relating to the management system and in particular, to its health and safety aspects. Where appropriate, workers' representatives and/or contractors are included in this.

See document – HS&E 39 – Communication

HS&E 45 - Participation and Consultation Process
HSEF 117 - Communication Register

7.5   Documented information

7.5.1   General

The Company has written policies and procedures as appropriate to meet requirements. Master copies, current issue status and distribution records of the Company's system are maintained. Withdrawal of all superseded issues shall be ensured. These documents may be updated and reissued formally as required from time to time to incorporate newly required procedures or to achieve improved operating efficiency.

7.5.2   Creating and updating

When creating and updating documented Information we ensure appropriate identification and description (e.g. a title, date, author, or reference number); format (e.g. language, software version, graphics) and media (e.g. paper, electronic) and review and approval for suitability and adequacy.

7.5.3   Control of documented information

Documented information required by the IMS and by this PAS shall be controlled to ensure it is available and suitable for use, where and when it is needed; it is adequately protected (e.g. from loss of confidentiality, improper use, or loss of integrity).

See document –   HS&E 31 - Document Control & Records
HSEF116 - Document Change Request

8.0   Operations

8.1   Operational planning and control

We have planned, implemented and controlled processes needed to meet requirements of the individual standards that form part of this integrated management system and to implement the actions determined in **6.1**, by:

- Establishing criteria for those processes;
- Implementing the control of these processes in accordance with the criteria;
- Keeping documented information to the extent necessary to have confidence that the processes have been carried out as planned.

We shall control planned changes and review the consequences of unintended changes, taking action to mitigate any adverse effects as necessary. The organisation shall ensure that outsourced processes are controlled.

We shall also ensure that we have plans in place to cope with emergencies and that these are regularly tested.

See documents –   HS&E 33 - Control of Externally provided products and services
HS&E 34 - Nonconformance & Corrective Action
HS&E 40 - Emergency Preparedness & Response
HS&E 42 - Operational Planning & Control
HS&E 47 - Legal & Compliance Register
HS&E 48 - Environmental Assessment & Impact Register

HSEF 120 - Nonconformance Report Form
HSEF 116 - Document Change Request
HS&E 15 - Fire Evacuation Plans
HS&E 02 The Major Accident Prevention Policy
HS&E 03 Lower Tier COMAH site – Emergency Plan
HRF 21 – Supplier Performance Evaluation Record
Our My Compliance System

9.0   Evaluation

9.1   Monitoring, measurement, analysis and evaluation

We have determined what needs to be monitored and measured; the methods for monitoring, measurement, analysis and evaluation, as applicable, to ensure valid results; when the monitoring and measuring shall be performed; when the results from monitoring and measurement shall be analysed and evaluated.

See document –   HS&E 30 - Monitoring & Measurement Resources
HS&E 35 - Monitoring & Measurement Results
HS&E 49 - Legal & Other Regulatory Requirements
HS&E 47 - Legal & Compliance Register
Our My Compliance System

9.2   Internal audit

We conduct internal audits at planned intervals to provide information on whether the IMS conforms to Plastica's requirements for its IMS; the requirements of this PAS; is effectively implemented and maintained.

We shall plan, establish, implement and maintain an audit programme(s), including the frequency, methods, responsibilities, planning requirements and reporting. The audit programme(s) shall take into consideration the importance of the processes concerned and the results of previous audits; define the audit criteria and scope for each audit; select auditors and conduct audits to ensure objectivity and the impartiality of the audit process; ensure that the results of the audits are reported to relevant management; retain documented information as evidence of the implementation of the audit programme and the audit results.

See document –   HS&E 36 - Internal Audit
HSEF 118 - Internal Audit Programme
HSEF 119 - Internal Audit Report
HSEF 120 - Nonconformance Report Form

9.3   Management review

Directors shall review the organisation's IMS at planned intervals to ensure its continuing suitability, adequacy and effectiveness. The management review shall include consideration of the status of actions from previous management reviews; changes in external and internal issues that are relevant to the IMS; information on the IMS performance, including trends in, nonconformities and corrective actions, monitoring and measurement results and audit results.

See document –   HS&E 37 - Management Review
HRF15 - Management Review Agenda
HRF16 - Management Review Minutes

10.0 Improvement

10.1 Nonconformity and corrective action

When non-conformity occurs, we shall:
- React to the nonconformity, and take action;
- Evaluate the need for action to eliminate the causes of the nonconformity, in order that it does not recur or occur elsewhere;
- Implement any action needed;
- Review the effectiveness of any corrective action taken;
- Make changes to the IMS, if necessary.

10.2 Continual improvement

We shall continually improve the suitability, adequacy and effectiveness of the IMS.

See documents –   HS&E 34 - Nonconformance & Corrective Action
HS&E 35 - Monitoring & Measurement Results
HS&E 44 - Accidents & Incidents
HSEF 120 - Nonconformance Report
HSEF 121 - Corrective Action Report Form
HSEF 20 – Accident Report – Damage to Property Only
HSEF 21 – Accident Report – Injury to Person and Damage to Property
HSEF 22 – Accident Report – Injury to Person Only

5. Structure of the System against the Standards

Clause	PAS 99: 2012	ISO 9001	ISO 14001	ISO 45001	Control Document(s)
4	**Context of the Organisation**				
4.1	Understanding the organisation and context	4.1	4.1	4.1	HS&E 26
4.2	Understanding the needs and expectations of interested parties	4.2	4.2	4.2	HS&E 26
4.3	Determining the scope of the IMS	4.3	4.3	4.3	HS&E 27
4.4	IMS	4.4	4.4	4.4	HS&E 43
5	**Leadership**				
5.1	Leadership and commitment	5.1	5.1	5.1	HS&E 26
5.2	Policies	5.2	5.2	5.2	HS&E 01, HS&E 02, HS&E 03, HS&E 11,
5.3	Organisational roles, responsibilities and authorities	5.3	5.3	5.3	HS&E 01, HS&E 28, HS&E 29, HS&E 30
6	**Planning**				
6.1	Actions to address risks and opportunities	6.1	6.1	6.1	HS&E 28, HS&E 38, HS&E 49, HS&E 34, HS&E 35, HS&E 36, HS&E 37
6.2	IMS objectives and planning to achieve them	6.2	6.2	6.2	HS&E 29, HS&E 34, HS&E 46,
7	**Support**				
7.1	Resources	7.1	7.1	7.1	HS&E 30, HS&E 46 HRF 20, HRF 17, HSEF 22, My Compliance System
7.2	Competence	7.2	7.2	7.2	HS&E 46, HRF 20, HRF 17, My Compliance System
7.3	Awareness	7.3	7.3	7.3	HS&E 46, HSEF 117
7.4	Communication	7.4	7.4	7.4 5.4	HS&E 39, HS&E 45, HSEF 117
7.5	Documented information	7.5	7.5	7.5	HS&E 31, HSEF 116
7.5.1	General	7.5.1	7.5.1	7.5.1	
7.5.2	Creating and updating	7.5.2	7.5.2	7.5.2	HS&E 31, HSEF 116
7.5.3	Control of documented information	7.5.3	7.5.3	7.5.3	HS&E 31, HSEF 116

Clause	PAS 99: 2012	ISO 9001	ISO 14001	ISO 45001	Control Document(s)
8	**Operation**				
8.1	Operational planning and control	8.1, 8.2, 8.3, 8.4, 8.5, 8.6, 8.7, 6.3	8.1, 8.2	8.1, 8.2, 5.4	HS&E 33, HS&E 34, HS&E 38, HS&E 40, HS&E 49, HS&E 42, HS&E 45, HRF 21 My Compliance System
9	**Performance Evaluation**				
9.1	Monitoring, measurement, analysis and evaluation	9.1	9.1	9.1	HS&E 35, HS&E 49 PD 001, HSEF115, HS&E 47, HS&E 48, HRF 21, My Compliance System,
9.2	Internal Audit	9.2	9.2	9.2	HS&E 36, HSEF118, HSEF 119
9.3	Management review	9.3	9.3	9.3	HS&E 37, HRF15, HRF 16
10	**Improvement**				
10.1	Nonconformance, corrective and preventive action	10.2	10.2	10.2	HS&E 34, HS&E 44, HSEF 120, HSEF 121
10.2	Continual Improvement	10.3	10.3	10.3	This manual, HS&E 37