

Integrated Management System Policy Statement

Environment, Energy, Health & Safety

This Integrated Management System (IMS) Policy provides the framework for setting and reviewing our Quality, Environmental, Energy and Health & Safety objectives. It underpins Motability Foundation's commitment to responsible stewardship and meets the requirements of BS EN ISO 9001, ISO 14001, ISO 45001 and ISO 50001.

The directors of the Motability Foundation are committed to the effective management of our quality, environmental, energy, health and safety obligations, seeking to:

- Meet the requirements of all relevant legislation, regulations and standards associated with our activities.
- Prevent pollution, reduce waste and manage our environmental impacts responsibly across our operations and those carried out by contractors.
- Maintain continual improvement through regular review of the Integrated Management System.
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health, applicable to all staff, contractors and visitors.
- Assess and manage climate-related risks and opportunities that may affect the organisation's operations, staff, interested parties or continuity of services.
- Eliminate hazards and reduce occupational health and safety risks through effective risk assessment, safe systems of work, consultation and continuous improvement of controls.
- Ensure consultation and participation of workers and their representatives in the development, implementation and improvement of the Health and Safety Management System.
- Meet all compliance obligations and proactively manage risks through hazard identification, incident investigation and robust corrective-action processes.

In seeking to maintain and improve the performance of the organisation we will:

- Assign clear roles, responsibilities and authorities to ensure conformity of the Integrated Management System with ISO 9001, ISO 14001, ISO 45001 and ISO 50001.
- Regularly evaluate the needs and expectations of our interested parties, including how effectively we meet environmental, energy, health-and-safety and compliance-based expectations.
- Ensure the necessary information and resources are available to achieve our objectives and targets.
- Improve our energy performance and the effectiveness of the Energy Management System, conserving energy and reducing fossil-fuel use where practicable.
- Procure energy-efficient products and services, supporting design activities influencing energy performance.
- Manage waste in line with the waste hierarchy, ensuring recovery and recycling wherever possible and complying with duty-of-care requirements.
- Encourage suppliers and contractors to adopt sustainable management practices.
- Ensure staff and contractors are competent, informed and engaged, with access to the training, resources and support required to fulfil their responsibilities and contribute to continual improvement.
- Set objectives that are relevant and reviewed regularly for progress and achievement.
- Continually improve the effectiveness, integration and performance of the management system by learning from audits, incidents, risk assessments, monitoring results and stakeholder feedback.
- Ensure that planned changes, new activities and significant decisions are evaluated for environmental, energy, health-and-safety and climate-related impacts as part of our change-management processes.

We are committed to delivering high-quality services that meet requirements and the needs of our beneficiaries and stakeholders, using feedback to improve satisfaction and service effectiveness.

The Motability Foundation ensures the IMS is communicated, understood and available to interested parties on request. Management will regularly review the IMS, including through annual audit, to ensure its continuing suitability and effectiveness

All personnel are required to comply with Motability's Integrated Management System policies and procedures.

Signed: 

Date: **7th January 2026**

Chief Executive Officer