QUALITY MANAGEMENT SYSTEM

*****

ENVIRONMENTAL MANAGEMENT SYSTEM

*****

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

*****

MANUAL

Type Your Company Name
Street Address
City, State Zip
Here

Blue text throughout the manual highlight areas for customization.
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Section A  Scope or the Integrated Management System

To determine and establish the scope of the Integrated Management System (IMS) Your Company determined the boundaries and applicability of the quality, environmental, and health and safety systems and considered the external and internal issues, the requirements of the workers and other relevant interested parties, the activities, the processes, and the products and services that are within the company’s control or influence and that can impact performance.

The scope is available and maintained as documented information stating the products and services covered by the IMS.

Scope of the Quality, Environmental and OHSMS.

Your Company applies all the requirements of ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 when they are applicable within the determined scope of the IMS.

As developed with procedure P-400 for Organizational context, include the scope of your IMS here: For example, if you are a manufacturer of toys, the scope may be:

The scope of the Quality, Environmental and Health and Safety Management System includes the major product and service categories associated with the primary functions of manufacturing wooden toys at the North Pole location and distributing the product to children of all ages.

Conformity to the international standard may only be claimed if the requirements determined as not being applicable do not affect the organization’s ability or responsibility to meet requirements. If it cannot be demonstrated that any requirement is not applicable at Your Company, justification for any instance where a requirement cannot be applied is documented.

Your Company has determined that the following requirement(s) is/are not applicable to the operations at this site: ____________________________________.

As determined with procedure P-400, identify the requirement(s) that do not apply and document the justification here: For example, if you are a manufacturer of toys, a requirement that does not apply may be:

Clause 8.5.5 for post-delivery activities does not apply to the company. Customer feedback has shown that conformity to post-delivery services is achieved with the initial delivery.

Section B  References  Blue text gives guidance for customization.

a. Normative reference

- There are no normative references for ISO 14001:2015.
- There are no normative references for ISO 45001:2018.

b. Definitions. Applicable definitions are included in documented procedures and instructions at par 3.0 to enhance the understanding of the process.
1.0 Purpose/Scope

1.1 To establish and maintain the leadership responsibilities and authority necessary to ensure top management at Your Company is committed to supporting the requirements of the Integrated Management System (IMS).

1.2 The procedure applies to Your Company’s stated commitment to performance, integrity and reliability of products and services through the operation of a Quality Management System (QMS), an Environmental Management System (EMS), and an Occupational Health and Safety Management System (OHS) as an integrated management system.

2.0 Responsibilities and Authorities

2.1 The President has the prime responsibility and approval authority for this procedure.

2.2 Top management is responsible to demonstrate leadership and commitment with respect to the IMS.

2.3 Top management is responsible to ensure that Your Company’s IMS conforms to the requirements of the ISO standards and is established, implemented, and maintained.

3.0 References and Definitions


3.2 Top management: Person or group of people who directs and controls an organization at the highest level.

3.3 Include your definition of top management here and include the group that makes up the IMS Team.

4.0 Resources

4.1 None

5.0 Instructions

5.1 Leadership and commitment to the Integrated Management System (IMS)

5.1.1 Top management ensures that the IMS is established, implemented, and maintained in a planned and systematic manner.

   - This is accomplished with the appointment of an IMS team leader as the project manager with specific responsibility for the IMS, and the selection of a supporting IMS team.
1.0 Purpose/Scope

1.1 This procedure describes the process to determine and provide the resources needed for the Integrated Management System (IMS) at Your Company.

1.2 The procedure applies to the resources required to meet the intended outcomes of the QMS, the EMS, and the OHS as an integrated management system (IMS).

2.0 Responsibilities and Authorities

2.1 The Operations manager has the prime responsibility and approval authority for this procedure.

2.2 In support of the Operations manager, the IMS team is responsible to determine and provide the resources needed to establish, implement, maintain, and continually improve the IMS.

2.3 The Maintenance manager is responsible for the preventive maintenance of facilities and equipment.

3.0 References and Definitions


3.2 Definitions, see par 5.3.1 and 5.3.2

4.0 Resources

4.1 None, (unless an electronic preventive maintenance tracking system is used).

5.0 Instructions

5.1 The IMS team determines and provides the resources needed for the IMS.

5.1.1 With procedure P-600 for planning of the IMS and procedures P-810, along with P-812 and P-815 for QMS, EMS and OHS operational planning and control, the capabilities of and constraints on existing internal resources are considered.

5.1.2 In support of the above planning procedures, the procedure P-720 for Competence, awareness and training is maintained to manage the people needed for an effective IMS.

5.1.3 With the planning procedures, consideration is given to the resources to be obtained externally. Procedure P-840 for the Control of external providers is established.

5.1.4 In support of the planning procedures, the procedure P-851 for Control of production and service provision is established to provide and maintain
1.0 Purpose/Scope

1.1 The purpose of this procedure is to establish the method for the planning of the processes required for the IMS at Your Company.

1.2 The procedure applies to the processes necessary and implemented to meet the QMS requirements for the provision of products and services as part of the integrated management system (IMS).

2.0 Responsibilities and Authorities

2.1 The Operations manager has the prime responsibility and approval authority for this procedure.

2.2 In support of the Operations manager, the IMS team / IMS team is responsible for identifying the processes to be included in the QMS.

2.3 The IMS team / IMS team is responsible for assigning responsibility to a project manager or design engineer for the quality planning for new products, processes, or projects.

3.0 References and Definitions

3.1 References

3.1.1 This document relates to clause 8.1 of the ISO 9001:2015 standard, Operational planning and control.

3.2 Definitions

3.2.1 Production processes: Processes that contribute or result in the production or service being produced or the product or service being provided.

4.0 Resources

4.1 None

5.0 Instructions

5.1 In support of the planning procedure P-610 for QMS-Risk management planning, this procedure addresses operational planning and control.

5.1.1 To establish, implement, maintain, and continually improve the QMS, the IMS team / IMS team determines the processes and their application throughout the

5.1.2 Process flow diagrams, such as FD-810-001, are prepared and represent each step in the manufacturing or service process and include other relevant factors associated with the steps.

5.2 In support of the Operations manager, the IMS team / IMS team plans,

Related documents are referenced.
## ACTION PLAN & TIMING CHART - DEVELOPMENT OF ENVIRONMENTAL PROGRAM

<table>
<thead>
<tr>
<th>COMMITMENT and POLICY</th>
<th>PLANNING</th>
<th>PROCESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Policy Commitment 3 -- WASTE DISPOSAL --</td>
<td>Program Instruction WI-622-003</td>
<td>Protect Natural Resource of EARTH</td>
</tr>
<tr>
<td>Objective 3</td>
<td>Minimize waste disposal wherever technically and commercially practical</td>
<td></td>
</tr>
<tr>
<td>Target 3</td>
<td>Reduce waste material quantities to landfills by 15% of present level within 1 year</td>
<td></td>
</tr>
<tr>
<td>Environmental Program 3</td>
<td>Segregate recyclable materials and separate waste for landfills</td>
<td></td>
</tr>
</tbody>
</table>

### Date started:
- Action:
- Install equipment to handle and recycle materials and reduce waste at main factory

### Project Leader
- Identify project leader

### Review and Follow up:
- Program Name:

### Dates:

<table>
<thead>
<tr>
<th>Description / Major Tasks / Timing Chart</th>
<th>Timing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planning</td>
<td>1</td>
</tr>
<tr>
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<td>4</td>
<td>5</td>
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<td>10</td>
<td>11</td>
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<tr>
<td>12</td>
<td></td>
</tr>
</tbody>
</table>

### P-PLAN:
- Confirm project funding & resources
- Identify project

### D-DO:
- Select required equipment
- Purchase, install equipment
- Try out & test process

### C-CHECK:
- Identify operational controls - WI's
- Maintenance
- Review program - monthly
OH&S POLICY

--------------------------------------------------------------------------------------------------------------------
--------------------------------------------------------------------------------------------------------------------
--------------------------------------------------------------------------------------------------------------------
--------------------------------------------------------------------------------------------------------------------

OH&S OBJECTIVES

--------------------------------------------------------------------------------------------------------------------
--------------------------------------------------------------------------------------------------------------------
--------------------------------------------------------------------------------------------------------------------
--------------------------------------------------------------------------------------------------------------------

Top Management Approvals:

Title: ---------------------------------------- Name --------------------------, Date -------------
Title: ---------------------------------------- Name --------------------------, Date -------------
Title: ---------------------------------------- Name --------------------------, Date -------------
Title: ---------------------------------------- Name --------------------------, Date -------------
Title: ---------------------------------------- Name --------------------------, Date -------------
Title: ---------------------------------------- Name --------------------------, Date -------------
Examples / Options:

**OH&S POLICY**

- YOUR COMPANY Occupational Health and Safety Policy is to prevent injury and ill health to our workforce and to continually improve the performance of the OH&S management system, while complying to applicable legal and other requirements.

To this end: All supervisors are responsible for ensuring that their employees are trained in approved work procedures to obtain optimal output without accidents and injuries and to ensure that employees follow safe work methods and related regulations.

All personnel are required to support the OH&S program and make health and safety a part of their daily routine and to ensure that they are following safe work methods.

All personnel will be held accountable for implementing the OH&S program.

All relevant laws and regulations are incorporated in our program.

**OH&S OBJECTIVE**

By continually improving the Occupational Health and Safety Management System, YOUR COMPANY is committed to satisfying any interested party with excellence in health and safety performance that comply consistently with current legislation and regulations, at the best possible cost and delivered on a timely basis.

**CORPORATE MISSION** – (optional)

- The mission of YOUR COMPANY is to be a low-cost, profitable, provider of toy systems for children of all ages. We support the empowerment of the workforce and the utilization of a safe workplace resulting in competitive and innovative quality products for customers while providing a healthy work environment and creating a positive long-term social, cultural, and economic benefit for the region and its people, employees, customers, suppliers and stakeholders.

- YOUR COMPANY shares with the community, important responsibilities for a health and safety environment in which we live and work. We support the responsible stewardship of human resources in the workplace where responsible stewardship, combined with a continual improvement process, makes possible sustained economic development and an improved quality of life.

*We are committed to “A SAFE AND HEALTHY WORKPLACE”*

President: ________________________________  Date: ________________
GUIDELINES FOR EMS OBJECTIVES AND TARGETS

Objectives can include commitments to:

- Reduce waste and the depletion of resources
- Reduce or eliminate the release of pollutants into the environment
- Design products to minimize their environmental impact in production, use and disposal
- Control the environmental impact of raw material sourcing
- Minimize any significant adverse environmental impact of new developments
- Promote environmental awareness among employees and the community.

Progress towards the objective targets can generally be measured using environmental performance indicators such as:

- Quantity of raw materials or energy used
- Quantity of emissions such as Carbon dioxide, CO₂
- Waste produced per quantity of finished product
- Efficiency of material and energy used
- Number of environmental incidents (e.g. excursions above limits)
- Number of environmental accidents (e.g. unplanned releases)
- Percentage waste recycled
- Percentage recycled material used in packaging
- Number of vehicle kilometers per unit of production
- Specific pollutant quantities, e.g. NO, SO₂, CO, HC, Pb, CFCS
- Investment in environmental protection
- Number of prosecutions
- Land area set aside for wildlife habitat.

An integrated Example:
Objective: Reduce energy required in manufacturing operations
Target: Achieve 10% reduction of the previous year
Indicator: Quantity of fuels and electricity per unit of production
The examples outlined below do not list all the possible items for assessing office conditions. A better checklist for your office workplace is one that covers your specific needs.

<table>
<thead>
<tr>
<th>Reviewed by:</th>
<th>Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comments / Observations</td>
<td>OK = Under Control</td>
</tr>
</tbody>
</table>

### BULLETIN BOARDS AND SIGNS
- Are they clean and readable?  
- Is the material changed frequently?

### FLOORS
- Is there loose material, debris, worn carpeting?  
- Are the floors slippery, oily, or wet?

### STAIRWAYS AND AISLES
- Are they clear and unblocked?  
- Are stairways well lighted?  
- Are handrails, handholds in place?  
- Are the aisles marked and visible?

### EQUIPMENT
- Are guards, screens, and sound-dampening devices in place and effective?  
- Is the furniture safe?  
  - worn or badly designed chairs  
  - sharp edges on desks and cabinets  
  - poor ergonomics (keyboard elevation, chair adjustment)  
  - crowding  
- Are ladders safe, and well maintained?

### EMERGENCY EQUIPMENT
- Is all fire control equipment regularly tested and certified?  
- Is fire control equipment appropriate for the type of fire it must control?
### INCIDENT REPORT – IR

#### Department or Area Affected:

#### Date and Time of Incident:

__________

#### Reported to: Date: Time:

__________

#### Location of Incident: (Nearest landmark, etc):

_________________________________________________________________

_________________________________________________________________

#### Nature of Incident: For example:
- What equipment was found to be out of calibration,
- What was spilled, where it was spilled, what amount was spilled?

_________________________________________________________________

_________________________________________________________________

#### Cause of Incident:

_________________________________________________________________

_________________________________________________________________

#### Immediate Response: Action Taken:

____________

_________________________________________________________________

_________________________________________________________________

#### Environmental Impacts:

_________________________________________________________________

_________________________________________________________________

_________________________________________________________________

#### Main Sewer, etc:

IMS team member receiving incident report: Date: 

Is the incident related to a regulatory non-compliance? NO [ ] YES [ ]

If YES, a non-conformance report, F-740-004 is required to continue with the investigation process.

If NO, a corrective action is required with the Corrective Action request, F-1020-001.

#### Copies to:

____________, ______________, _____________, _____________

____________, ______________, _____________, _____________

#### Completed by: Date: 

____________
This section of the IMS Manual contains the Records Documentation Matrix.

- The last column indicates where in the integrated system the documents are used.
- A sample of the latest attachment, form, registers, and flow diagram is included.
- Additional documented information relevant to attachments, forms, registers, and flow diagrams is outlined in the Records table, form F-750-004.

<table>
<thead>
<tr>
<th>Doc #</th>
<th>Description of document</th>
<th>1st Rev. Date</th>
<th>Last Rev. Date</th>
<th>Used with Manual, Procedure, Instruction</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Attachments</strong></td>
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<tr>
<td>A-520-001</td>
<td>Quality policy</td>
<td></td>
<td></td>
<td>SMS-006 / P-500 / P-740</td>
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<tr>
<td>A-520-002</td>
<td>Environmental policy</td>
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<td>SMS-006 / P-500 / P-740</td>
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<tr>
<td>A-520-003</td>
<td>OH&amp;S Policy</td>
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<td></td>
<td>SMS-006 / P-500 / P-600 / P-740</td>
</tr>
<tr>
<td>A-530-001</td>
<td>Organization Chart</td>
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<td>SMS-006 / P-500 / P-600 / P-740</td>
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<tr>
<td>A-600-001</td>
<td>P-D-C-A guidelines</td>
<td></td>
<td></td>
<td>P-600 / P-740</td>
</tr>
<tr>
<td>A-600-002</td>
<td>Impact-Aspect guidelines</td>
<td></td>
<td></td>
<td>P-612 / P-740</td>
</tr>
<tr>
<td>A-615-001</td>
<td>Hazards guidelines</td>
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<td>P-615</td>
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<tr>
<td>A-620-001</td>
<td>EMS objectives guidelines</td>
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<td>P-612</td>
</tr>
<tr>
<td>A-620-002</td>
<td>EMS objective guidelines</td>
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<tr>
<td>A-800-001</td>
<td>Operational controls guidelines</td>
<td></td>
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<td>P-810 / P-812 / P-815</td>
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<tr>
<td><strong>Forms</strong></td>
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<tr>
<td>F-440-001</td>
<td>IMS Process identification worksheet</td>
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<td>P-400 / P-600 / P-810 / P-851</td>
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<tr>
<td>F-440-002</td>
<td>Organizational context worksheet</td>
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<td>P-400 / P-600 / P-615</td>
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<tr>
<td>F-540-001</td>
<td>Worker participation &amp; consultation worksheet</td>
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<td>P-500</td>
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<tr>
<td>F-600-001</td>
<td>Hazard identification-process worksheet</td>
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<td>P-600 / P-615 / P-815</td>
</tr>
<tr>
<td>F-610-001</td>
<td>QMS-Risk and opportunity worksheet</td>
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<td>P-610 / P-740 / P-1010</td>
</tr>
<tr>
<td>F-612-001</td>
<td>EMS-Initial review worksheet</td>
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<td>P-612 / P-812 / P-911</td>
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<tr>
<td>F-612-002</td>
<td>EMS-Risk management worksheet</td>
<td></td>
<td></td>
<td>P-612 / P-740 / P-812 / P-911 / P-1010</td>
</tr>
</tbody>
</table>
**CLIENT ASSESSMENT REPORT**

**Section A**

Date __________________
Customer: _____________________
Customer contact: ____________________
Company representative: _____________________
Product/service ref: ____________________

**Section B**

General Description of Project Requirements:
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________

**Section C**

Additional client information and details of requirements:
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________

**Section D**

This assessment is not complete until, the client has responded to concerns relative to:

1. Are there any special (non-stated) Quality requirements?
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________

2. Are there any special Regulations / Safety requirements?
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________
______________________________________________________________________

Comments:
______________________________________________________________________
______________________________________________________________________
<table>
<thead>
<tr>
<th>MANAGEMENT REVIEW OUTPUT REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of management review: __________  Date of Output report: ____________</td>
</tr>
<tr>
<td>Management Review output report prepared by: ____________________________</td>
</tr>
</tbody>
</table>

**Section 1**
Outputs of management reviews include decisions and/or actions related to the agenda items.

1. **The status of actions from previous management reviews,**
   Report / Status:  
   Action: 

2. **Changes in external and internal issues relevant to the OHSMS,**
   a. **Changes to the needs and expectations of interested parties**
   Report / Status:  
   Action: 

   b. **Changes to the legal requirements,**
   Report / Status:  
   Action: 

   c. **Changes to OH&S risks and OH&S opportunities,**
   Report / Status:  
   Action: 

3. **Extent to which the OH&S policy and OH&S objectives are met,**
   Report / Status: 
   Action: 

4. **Information on the OH&S performance, including trends in:**
   a. **Incidents, nonconformities, corrective actions, and continual improvement,**
   Report / Status:  
   Action: 

   Sample
This flow diagram **FD-850-001** provides a graphical representation of the interaction of clause 8.5, Production and service provision, clause 8.6, Release of products and services, and clause 8.7, Control of nonconforming process outputs, products, and services, of the ISO 9001:2015 standard.