

Our Policies and Core Values

SMHB whose core business is in the provision of engineering consultancy, is committed to ensuring high quality, ethical and sustainable business practices through continual improvement of its Integrated Management System that is in full compliance to the requirements of ISO 9001, ISO 14001, ISO 45001 & ISO 37001.

Integrity

We uphold the highest degree of ethics and professional conduct in our work, ensuring full compliance with applicable laws and regulations. We are committed to ensure:

- no elements of bribery in all activities and operations within the organization
- availability of an independent Integrity Committee, who is given full authority in the execution of the company's Anti-Bribery Management System
- implementation of a whistleblowing system which provides the avenue for concerns to be raised in good faith without fear of reprisal

Quality

We promote a quality conscious work culture in our organization and continually improve our work standards to deliver high level service to our clients. We are committed to ensure:

- clients' needs are understood and fulfilled, and engineering solutions provided are effective, efficient and innovative
- compliance to legal and other requirements of the client and interested parties

Health, Safety & Wellbeing

We are committed to providing a safe and healthy work environment for our people as well as others who may be influenced through our work. We strive to ensure:

- elimination of all hazards, injuries, occupational health and safety risks, and unsafe practices at the workplace
- integration of health, safety and wellbeing into our business decisions and our designs

Sustainability

We promote an environmentally conscious work culture and sustainability practices in our business operations. We are committed to:

- protect the environment, prevent environmental pollution, sustainable use of natural resources in our daily operations
- adopt concepts and designs that support sustainable development and sustainable life cycles in our projects

Our People

We adopt the basic principles of respect, dignity and diversity among our workforce. We are committed to ensure:

- open and effective communications, consultation and participation of all our people at all levels in the business operations and in the environment, health & safety aspects of the workplace
- education and development of our people, and providing them opportunities to reach their full potential

This Policy takes effect on 1 May 2021.