INTEGRATED POLICY

New Directions Holdings Limited provides the core functions of HR, Training, Communications, Compliance, Operations, IT, Payroll, Credit Control and Finance to other companies within the New Directions Group (Education, Recruitment, Care and Support, Professional).

In order to ensure that we achieve excellence in all our activities we have implemented a formal Integrated Management System, which satisfies the requirements of BS EN ISO 9001:2008 and BS EN ISO14001:2004.

We have identified the quality and environmental and industry specific legislation and regulations relevant to our business and captured these in a Register of Legislation document to ensures that all our activities are carried out in conformance with the obligations.

The management and all who work at New Directions Holdings are committed to:

♦ Providing the highest possible level of service in satisfying the requirements of our Customers;

♦ The care of the environment and the prevention of pollution, which also includes the establishment of emergency procedures;

♦ Continual improvement in performance and the effectiveness of the Management System.

♦ The key objectives underpinning the Management System are:

♦ Our Customers' needs shall be fully understood;

♦ Adequate facilities and skills are provided to fulfil Customers' needs and to protect the environment;

♦ We aim to minimise waste arisings, promote recycling, reduce energy consumption, reduce harmful emissions and, where possible, to encourage suppliers to adopt sound environmental policies;

♦ We provide appropriate training for our staff and others working on our behalf;

The policy and Management System are reviewed and updated regularly to take account of changing circumstances, Customer requirements, objectives and improvement opportunities.

The Policy, objectives and the requirements of the Integrated Quality and Environmental Management System have been communicated to all employees and persons working on behalf of the company.

Date: / . 5 . / 6   CEO: