

	<b>STRESSTER ENGINEERING AND CONSTRUCTION LTD</b>	<b>SECL - QMS</b>	
		SHEET:	11 to 93
	ISSUE:	1-6-2015	
	REVIEW DATE	6-12-2015	
<b>QUALITY MANAGEMENT SYSTEM</b>			

## **QUALITY POLICY STATEMENTS**

The Directors and managements of Stresster Engineering and Construction Limited are committed to the delivery of a quality products and services to both our Customers and Stakeholders. In supports of this objective we have adopted a Quality Management Systems in accordance to the International Organization for Standardization.

Management of Stresster Engineering and Construction Limited will ensure that this policy is understood, implemented and maintained within the organization.

We shall achieve this through the following initiatives and objectives;

1. Delivering quality service and high standards that meets customer requirements and specifications in our field of operations, ensuring that all customer concerns are addressed with service delivery on time and scheduled within the allowed cost parameters.
2. Complying with applicable legal & other requirements related to quality.
3. To ensure successful implementation of this policy and give staff the understanding to own their specific responsibility ensuring the right procedures are followed to meet this requirement.
4. To ensure that the quality policy management principles is effectively communicated and be made available to staff at all times with training being an integral part of this strategy.
5. Conduct management reviews on internal audit, customer feedback and complaints for continual improvement.

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**Philip Kojo Buckman**  
**(Managing Director)**

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**Date**

## **Stresster Code of Conduct**

The Principals of Stresster Engineering & Construction Limited have adopted the following Code of Conduct with respect to all of their commercial transactions, whether local or international:

### **1. LOCAL AND FOREIGN LAWS:**

No officer, employee or representative of Stresster Engineering & Construction Limited may, directly or indirectly, break or seek to evade the laws or regulations of any country in, through or with which it seeks to do business. That an illegal act is a “customary business practice” in any country is not sufficient justification for violation of this provision.

### **2. BRIBERY and FACILITATING PAYMENTS:**

No officer, employee or representative of Stresster Engineering & Construction Limited may, directly or indirectly, offer or provide a bribe and all demands for bribes must be expressly rejected.

### **3. KICK-BACKS:**

No officer, employee or representative of Stresster Engineering & Construction Limited may “kick-back” any portion of a contract payment to employees of other parties to a contract or use other vehicles such as subcontracts, purchase orders or consulting agreements to channel payments to government officials, political candidates, and employees of other parties to a contract, their relatives or business associates.

### **4. CONFLICTS OF INTEREST:**

Officers, employees and representatives Stresster Engineering & Construction Limited shall avoid any relationship or activity that might impair, or appear to impair, his or her ability to render objective and appropriate business decisions in the performance of his or her job.

### **5. POLITICAL CONTRIBUTIONS:**

Neither Stresster Engineering & Construction Limited nor any of its officers, employees or representatives may make a political contribution in order to obtain an unlawful business advantage. Stresster Engineering & Construction Limited shall comply with all public disclosure requirements.

### **6. PHILANTHROPIC CONTRIBUTIONS:**

Stresster Engineering & Construction Limited and its officers, employees and representatives may make contributions only for bona fide charitable purposes and only where permitted by the laws of the country in which the contribution is made. Contributions made in order to obtain an unlawful business advantage are prohibited.

### **7. EXTORTION:**

Stresster Engineering & Construction Limited and its officers, employees and representatives shall reject any direct or indirect request by a public official, political party, party official, or

private sector employee for undue pecuniary or other advantage, to act or refrain from acting in relation to his or her duties.

**8. GIFTS, HOSPITALITY AND ENTERTAINMENT:**

Stresster Engineering & Construction Limited and its officers, employees and representatives shall avoid the offer or receipt of gifts, meals, entertainment, hospitality or payment of expenses whenever these could materially affect the outcome of business transactions, are not reasonable and bona fide expenditures, or are in violation of the laws of the country of the recipient.

**9. REPORTING REQUIREMENT:**

Officers, employees and representatives of Stresster Engineering & Construction Limited who find themselves subjected to any form of extortion or who are asked to participate in any way in a bribery scheme shall promptly report these occurrences to senior corporate management, without fear that their employment will be adversely affected.

**10. COMPANY RESPONSE:**

No employee will suffer demotion, penalty, or other adverse consequences for not paying bribes even when Stresster Engineering & Construction Limited may lose business as a result of the employee's refusal to do so. Employees are encouraged to report alleged violations of this Code of Conduct to senior management and no employee will suffer demotion, penalty or adverse consequences for reporting.

**11. COMPANY ACCOUNTS:**

Stresster Engineering & Construction Limited shall maintain complete and accurate financial records, ensuring that all transactions are properly, accurately and fairly recorded in a single set of books.

**12. COMMUNICATIONS AND TRAINING:**

Stresster Engineering & Construction Limited will make annual training available for all principals, key employees involved in sales, marketing and procurement.

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**Philip Kojo Buckman**  
**(Managing Director)**

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**Date**

**MISSION STATEMENT:**

Stresster is totally committed to achieving the objectives as it works towards its vision. The following mission has been clearly outlined to assist in achieving this vision:

1. To provide quality engineering and construction solutions at a competitive cost to our customers in a safe working environment adopting modern technology and process with a people-oriented approach.
2. To maintain the highest levels of professionalism, integrity, honesty and fairness in our relationships with our suppliers, subcontractors, professional associates and customers.
3. Become a household name in the construction industry in Ghana and Africa with a market share of 30% in each section/region of operation.
4. Attain a growth rate of 30% annually and increase profit by 25% year-on-year

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**Philip Kojo Buckman**  
**(Managing Director)**

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**Date**