



**Global
Infrastructure**
Consulting Engineers

Sustainability Policy

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QUALITY MANAGEMENT SYSTEM (QMS) SUSTAINABILITY POLICY

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Version	1.0
Effective Date:	3 rd February 2025
Approved By:	Managing Director
Next Review Date:	12 months after effective date or as deemed necessary

1.0 Introduction

At Glince Ltd., we believe sustainability is not an add-on it's integral to how we design, deliver, and grow. Our clients and partners trust us to provide infrastructure solutions that are technically sound, socially inclusive, and environmentally responsible. This policy outlines our commitment to sustainability as a core business principle.

2.0 Our Sustainability Commitment

We are committed to embedding sustainability throughout the project lifecycle from concept to completion. Our approach is shaped by global best practices and tailored to the local contexts where we work. We aim to create lasting value for our clients, communities, and the environment.

3. Policy Pillars and Commitments

We are committed to embedding sustainability throughout the project lifecycle from concept to completion. Our approach is shaped by global best practices and tailored to the local contexts where we work. We aim to create lasting value for our clients, communities, and the environment.

A. Ethical Governance

We shall uphold the highest standards of transparency and accountability across all our operations, with a focus on ethical procurement, regulatory compliance and zero tolerance for corruption.

B. Environmental Sustainability

We shall actively seek to reduce environmental harm by promoting resource-efficient and climate-conscious design, using materials and methods that support long-term resilience.

C. Social Responsibility

We shall plan and design for equity and dignity, ensuring that our work benefits a broad range of people, including vulnerable groups. Our teams reflect our values of respect, diversity and fair opportunity.

D. Economic & Operational Sustainability

We shall prioritise long-term value over short-term cost by integrating lifecycle thinking and innovation into all our work from planning to procurement and handover.

E. Learning and Improvement

We continuously assess, document, and learn from our sustainability performance. We also build internal capacity and share knowledge to keep pace with emerging challenges and client needs.

F. Resources & Investment

We recognise that meaningful sustainability outcomes require dedicated support. We commit to dedicating at least 1% of our annual revenue to fund or contribute to targeted sustainability initiatives across our operations, projects and partnerships.

4.0 Priority Sustainability Action Areas

To operationalise this policy, Glince Ltd. focuses its sustainability investments and efforts in the following five key areas:

A. Smart Tools for Sustainable Design

Investment in modelling, GIS, and green design tools to integrate climate and lifecycle considerations into our technical work.

B. ESG Training & Capacity Building

Regular training for staff and partners on our sustainability focus areas, inclusive design and ethical business conduct.

C. Community Inclusion & Outreach

Support for youth and women in engineering through internships, mentorship, and engagement activities in project communities.

D. Greener Supply Chains

Promotion of responsible sourcing and awareness among suppliers on sustainability criteria, especially in local procurement.

E. Monitoring & Impact Reporting

Development of simple metrics and dashboards to track and communicate sustainability outcomes to clients and partners.

5.0 Implementation & Oversight

This policy is embedded in our operations through our Quality Management System and is reviewed annually. Oversight rests with the Managing Director, with implementation supported by senior managers and staff.

6.0 Document Control

Prepared By		Approved By	
QMS Representative:		Managing Director:	Meshack Okebe
Date:	3 rd February 2025	Date:	3 rd February 2025
Signature:		Signature:	



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