

# Unified Management System Policy

Quality – Occupational Health & Safety – Environment

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**UoL**  
University  
of Limassol  
ever evolving

### HISTORY OF CHANGES

Version	Publication date	Changes
1.0	18.02.2026	Initial version

### APPROVAL

Version	Approving Body/Person	Date Approved
1.0	Council Committee	18.02.2026

## Purpose and Scope

The University of Limassol, owned by CIIM INNOVATIONS LTD, operates in the following areas:

- Provision of Undergraduate, Postgraduate and Doctoral Study Programmes.
- Provision of Professional Training and Lifelong Learning Programmes.
- Provision of Consulting Services to Organizations and Businesses.
- Participation in national and international tenders.
- Implementation and management of European and International Programmes (e.g., Erasmus+, Horizon Europe, Creative Europe, Interreg, etc.).
- Participation in research projects co-funded by the European Union and other international organizations

This Policy establishes the framework of principles and commitments governing the Organization's approach to Quality, Occupational Health & Safety (OH&S), and Environmental Management and applies across all activities, processes, and operational levels.

## Operational Framework

Management systematically identifies and monitors:

- Internal and external factors affecting the strategic direction and operation of the Organization.
- The needs and expectations of interested parties (students, staff, partners, suppliers, supervisory authorities, and society).
- Risks and opportunities that may affect the Organization's ability to achieve the intended outcomes of the Unified Management System.

## Management Commitment

The Top Management of the Organization, namely the Council Executive Committee, is committed to the following:

### Quality

- To provide educational services that fully meet student requirements as well as applicable regulatory and legislative requirements.
- To ensure the continuous improvement of the effectiveness of the Quality Management System.
- To establish measurable objectives and systematically monitor their achievement.
- To cultivate a culture of quality, academic excellence, innovation, and accountability at all levels of the Organization.
- To enhance the active participation of staff and students in the continuous improvement of the services provided.

### Occupational Health & Safety (ISO 45001:2018)

- To provide safe and healthy working conditions for the prevention of injuries.
- To eliminate hazards and reduce OH&S risks through systematic identification, evaluation, and implementation of preventive measures.
- To encourage consultation and participation of employees and their representatives in Occupational Health & Safety (OH&S) matters.
- To ensure compliance with all applicable legal and other requirements related to.

## **Environment (ISO 14001:2015)**

- To protect the environment, including the prevention of pollution.
- To reduce the environmental impacts of the Organization's activities.
- To continually improve environmental performance through appropriate objectives and programs.
- To comply with applicable environmental, legal and other requirements.

## **Compliance and Obligations**

The Organization is committed to:

- Full compliance with Cypriot and European legislation.
- Compliance with all regulatory, contractual, and other obligations related to its activities (compliance obligations).
- Systematic monitoring of legislative changes and their integration into operational processes.

## **Continuous Improvement**

Management is committed to the continual improvement of the suitability, adequacy, and effectiveness of the Unified Management System through:

- Internal audits
- Management reviews
- Risk and opportunity assessment
- Analysis of data and performance indicators
- Corrective actions and preventive measures

## **Resources and Communication**

The Organization:

- Provides the necessary human, technical, and financial resources for the effective implementation of the System.
- Ensures appropriate training and awareness of personnel.
- Communicates this Policy to all personnel and makes it available to all interested parties.

This Policy is reviewed at regular intervals to ensure its continued suitability and alignment with the strategic direction of the Organization.

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