



Quality, WHS and Environmental Policies

Quality Policy

It is the policy of ATHASSEL CIVIL PTY LTD to consistently provide all products and services in accordance with the customer's specified requirements and applicable regulatory requirements. The Company recognises that in order to maintain customer satisfaction, it must achieve all that has been specified and completely fulfil its obligations before seeking customer approval and acceptance. This will be undertaken through contract review to confirm the customer's needs and expectations, planning and controlling the managerial and technical aspects of the work, and verifying that the outcomes of the planning and control activities have been successful.

The Company also aims to achieve improved productivity, efficiency and quality by having an effective and properly managed quality system complying with ISO 9001 and by ensuring that all staff are suitably trained. Management will be committed to continually improving the Management System.

All Athassel Civil employees are responsible for the quality of their efforts and are required to comply with the Company's quality system as outlined in this Management System Manual. All employees will be made aware of these requirements by their supervisors.

Work Health and Safety Policy

ATHASSEL CIVIL PTY LTD will take all reasonable care to provide and maintain for employees a working environment that is safe and without risks to health.

In particular, Athassel Civil will attend to the following:

- develop, implement, maintain and continually improve its comprehensive WHS management system,
- assign adequate resources to implement and monitor the WHS management system,
- assess risks and plan work activities to eliminate or control foreseeable hazards or risks,
- comply with relevant WHS, workplace injury management and workers compensation legislation and regulations plus Codes of Practice and other safety requirements applicable to our business,
- establish measurable objectives and targets for continual improvement,
- consult with employees and disseminate WHS information,
- issue a Safety & Environment Handbook to all employees,
- provide appropriate instruction and training for employees,
- ensure that assigned WHS responsibilities are well understood by all employees,
- maintain the workplace and construction plant in a safe condition,
- provide adequate facilities for employees at work sites.

Environmental Policy

ATHASSEL CIVIL PTY LTD is committed to planning, carrying out and monitoring its operations in order to:

- comply with relevant environmental regulations, ISO 14001, any local council development application consent conditions and any additional customer requirements relating to the environment;
- set environmental targets for job sites in an Environmental Control Checklist;
- prevent pollution;
- minimise waste through efficient material and plant utilisation, plus re-use or recycling of material when appropriate. Dispose of waste properly;
- respond promptly to any emergency situation which could cause adverse environmental impacts;
- support the principles of Ecologically Sustainable Development.

Environmental compliance is regularly reviewed. We aim to prevent problems from occurring and promote continual improvement towards best practice in environmental management.

Appropriate training and instruction shall be provided to ensure that project staff understand how to implement the Environmental Management Plan. Staff are encouraged to offer suggestions about how environmental protection measures can be improved. Such suggestions will be assessed by Company management and implemented as appropriate.

Athassel Civil is open about its environmental policy and will make it available to relevant interested parties.