

# INTEGRATED MANAGEMENT POLICY

- > We work closely with our clients in order to gain an understanding of their requirements and to ensure that our work execution plans meet or exceed their expectations, are on time and within budget to ensure customer satisfaction.
- > Our IMS Management System is committed to continual improvement through the minimization and continued prevention of Occupational and Environment injuries and illnesses by integrating safe working practices into all areas of the organization.
- > We will promote core value objectives to use resources efficiently, minimize waste and maintain safe, healthy and environmentally friendly working environment in which staff; visitors, contractors, sub-contractors, suppliers, and the general public are not exposed to unreasonable risks.
- > Foster a socially responsible culture so that we achieve our moral and community expectations in preventing pollution in the workplace and living environment.
- > Undertake Occupational Health, Safety, Environmental and Quality Risk Assessments on new and existing projects to effectively manage workplace risks to the highest achievable standards of HSEQ.
- > We are committed to implementing & complying with requirements of all applicable OS&H, Environmental and Quality Commonwealth, State, Local Government Acts and regulations and other requirements and where possible exceed minimum requirements.
- > We are committed to setting Measurable Objectives and Targets that are aimed at our operational activities through training, consultation with employees, incident reporting & investigation, collection and analysis of data accompanied by continual improvement strategies.
- > Our Integrated Management System policy is communicated through employee induction and in supplier/contractor agreements, with displayed copies to view by any interested party in the head office foyer and on project locations.
- > We encourage all personnel to offer suggestions for improvement.



*Pindan is committed to fostering a workplace culture that is socially responsible for the Occupational Health, Safety and the Environment in its activities, products and services, by providing management systems and construction processes that plan and control the Quality requirements complying with internal and external customer expectations.*

- > We will commit adequate and appropriate resources to enable these goals to be achieved.
- > This policy is reviewed annually through management consultation, reviews and audits.
- > I commit to Pindan to the implementation of this policy and task all workplaces and personnel across Pindan with the responsibility for achieving our vision.

Tony Gerber  
Managing Director  
June 2020