

Health, Safety, Environment & Quality Policy

SG-T3-L-POL-011



This HSEQ policy states our commitment to health, safety, quality and the environment as primary business values in a dynamic environment.

As Chief Executive Officer of SCAADA Group I affirm my personal commitment to this policy.

SCAADA companies strive to be one of the most progressive and collaborative environmental consulting and project management companies in Australia, offering an extensive range of occupational hygiene, environmental, project management and sustainable business solutions.

We will achieve this by:

- The commitment of our leaders to actively empower leadership and governance;
- Providing superior customer service to increase customer satisfaction;
- Creating a supportive environment to promote personal and professional development, diversity and empowerment of workers;
- Delivering a quality service and product through sustainable work practices across the project lifecycle;
- Managing WHS risk and environmental impacts from planning and design through to handover across the project lifecycle;
- Maintaining a contemporary management system that is responsive to our business and stakeholders;
- Compliance with the requirements of ISO 9001, ISO 14001 and ISO 45001;
- Creating a just and fair culture that encourages the reporting of hazards and incidents to enable learning;
- Empowering workers to participate in creating and maintaining a safe and healthy workplace, free from environmental harm;
- Consulting and participating with workers on relevant HSEQ matters;
- Taking responsibility for our supply chain through consulting, cooperating and coordination to achieve common goals;
- Committing to continuous improvement and assurance processes;
- Planning, measuring and reviewing our performance against our objectives;
- Supporting a culture that drives innovation by utilising a pathway that provides focus and direction to solutions that can have positive outcomes;
- Providing the necessary training, instruction and information to our workers and supply chain;
- Compliance with all applicable legal requirements, and the needs of our business and clients;
- Establishing and monitoring targets and objectives for high performance in the areas of health, safety, environment and quality;
- Making every effort to reduce waste products and environmental impacts from our activities;
- Maintaining acceptable working conditions for workers' health and safety, and the environment;
- Celebrating and sharing success stories, learnings and achievements to support our champions and reinforce better practices and processes; and
- Providing adequate resources to fulfil the commitment of this policy.

The health and safety of our people, our environmental responsibility and the delivery of high-quality business solutions, including our supply chain, is integral to everything we do.

SCAADA Group strives to positively impact future outcomes today by diligently empowering our clients and staff to achieve a sustainable solution.

A handwritten signature in blue ink, appearing to read "Tony Costa".

Tony Costa

Chief Executive Officer

Document Number & Name	Version	Correct as at:	Page No.
SG-T3-L-POL-011 - Health, Safety, Environment & Quality .docx	04	Wednesday, 28 June 2023	1 of 1