



INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

It is the policy of Gongues Constructions Pty Ltd (Gongues Constructions) to implement an Integrated Quality, Health and Safety, and Environment System (IMS). Senior Management is committed to implementing safe systems of work, establishing measurable objectives and targets to comply with relevant legislation to implement the continuous improvement process and achieve customer requirements including the provision of available resources to achieve the objectives of this IMS. This shall make sure Gongues Constructions personnel are appropriately trained, experienced and competent in the prevention and elimination of incidents and accidents, risk mitigation of the tasks and activities they are assigned and this Integrated Management System. To make sure these commitments are achieved, this IMS shall incorporate the following;

- define objectives that reflect the operational purpose, scale and impacts of the organisation
- implement a structure for the establishment and review of corporate targets and objectives
- incorporate the ideal that all workplace incidents and accidents are preventable
- make available this IMS Policy to the public and interested parties
- biannual management systems reviews to maintain its suitability, adequacy and effectiveness to the organisation
- implement risk management by identifying, assessing and controlling hazards
- ensure all personnel within Gongues Constructions understand and comply with legislative requirements
- provide training for personnel to understand their duties in accordance with the IMS
- comply with AS/NZS ISO 9001, AS/NZS 4801 and AS/NZS ISO 14001 and provide for continual improvement, effectiveness and prevention of pollution
- implement a rehabilitation programme that seeks to minimise the effects of accidents, injuries and incidents
- exhibit industry leadership in the areas of quality, health and safety, and environmental management
- there are no exceptions to this policy

Objectives

In consultation with relevant stakeholders, Gongues Constructions Senior Management has defined the following measurable objectives that shall be measurable within a given timeframe and utilised as performance indicators of this IMS and the organisation;

- maintain certification in AS/NZS ISO 9001, AS/NZS 4801 and AS/NZS ISO 14001
- perform the necessary internal system audits to complete a full system implementation audit at once per 12-month period
- achieve nil "unsatisfactory" performance reports from customers
- complete all projects within the specified timeframes
- plan and schedule regular maintenance on plant and equipment
- to document and record waste reduction objectives for each project
- recycle at least 5% of all waste generated
- achieve nil lost time injuries
- review template safe work method statements at least once every 6 months
- achieve zero fatalities
- perform nil tasks or activities that have a significant environmental impact as a potential residual risk
- perform at least one management system review per annum
- conduct at least 2 internal audits per annum

This policy and IMS manual has been reviewed for suitability, adequacy, effectiveness and has been authorised for use by the following Directors;

Mr Carlos Gonçalves

Mr Herculano Gonçalves

Mr Aladino Domingues