



Gongues Constructions Pty Ltd (Gongues Constructions) is committed to providing a safe and healthy work environment for all employees, contractors and the wider community. It is the policy of this company to have an Integrated Management System which will make every reasonable effort to prevent accidents, protect employees from injury, and promote the health, safety and welfare of all employees.

Gongues Constructions will make available adequate resources to make sure it complies in all respects with relevant health and safety legislation, codes of practice, Australian Standards and to make sure the workplace is a safe and healthy environment.

Gongues Constructions shall assign appropriate personnel to deliver the best safety outcomes for all persons in the workplace. All persons are accountable for their positions and the goal is to achieve a framework of objectives and targets to minimise work related injuries and illness.

Gongues Constructions will consult with all relevant parties to promote and enhance the safety management system through establishment of lines of communications. Gongues Constructions will provide training as required to fulfil its commitment.

Continual improvement and the pursuit of excellence in occupational health and safety are to receive the same priority as other business imperatives, including customer service, quality, environment and cost.

Gongues Constructions key industrial relation objectives -

- ensure compliance with awards and collective or industrial agreements.
- promote open and effective communication between employees at all levels and resolve disputes quickly and efficiently.
- apply all policies and procedures in an equitable and fair manner regardless of position.
- provide a work environment which is conducive to keeping employees' content and achieving our operational goals.
- maintain an open relationship with our employees and any elected representatives on a project basis together with other interested parties.

The policy is a public document; it shall be clearly displayed and made available to all interested parties.

This policy applies to all sites where Gongues Constructions is performing work and covers all our activities and services.

This policy shall be reviewed every three (3) years to maintain suitability, adequacy, and effectiveness to the organisation and has been authorised for use by the Managing Director.

A handwritten signature in black ink, appearing to read "Carlos Gonçalves".

Carlos Gonçalves  
Managing Director