



INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

Gongues Constructions Pty Ltd (Gongues Constructions) shall establish, implement and maintain an integrated management system (IMS) as per ISO 45001(occupational health and management systems); ISO 14001(environmental management systems); ISO 9001(quality management systems) and ISO 14090 (adaptation to climate change).

As part of our continual commitment to providing a safe working environment, Senior Management shall -

- provide strong leadership that is highly visible.
- provide a framework for setting WHSEQ objectives that reflect the operational purpose, scale and impacts of the organisation.
- consider the potential implications associated with adapting to and mitigating climate change when making operational, strategic planning and management decisions
- reduce or avoid risks from natural hazards, including the projected effects of climate change, by establishing adaptation strategies to minimise vulnerability to climate change
- consider climate change related requirements on processes such as packaging, manufacturing, servicing, and logistics.
- comply with all relevant legislation and statutory requirements, codes of practice and industry standards (including the requirements of the International Standards).
- work with government agencies and other stakeholders to develop a transparent relationship.
- make adequate provisions for resources to meet legislative requirements and ensure systems are consistent, effective and represent best practice.
- ensure personnel are appropriately trained and competent in the prevention and elimination of incidents and accidents.
- ensure risk management practices are embedded in all our processes and procedures.
- engage, communicate, and consult with all stakeholders (suppliers; subcontractors; employees; visitors) to maintain management systems that promote and continually improve performance.
- conduct reviews and evaluations of our operations to measure compliance by completing audits and inspections.
- customer satisfaction remains inherent to our business.
- manage our operations with the goal of preventing incidents and of controlling emissions and waste below harmful levels.
- ensuring the processes being delivered are the intended output.
- ensure that the integrated management system details the purpose and context of the organisation with regards to environmental impacts and aspects of its activities, products, and services.
- promote the health and wellbeing of our workers.
- provide thorough and timely investigation of incidents with corrective actions implemented to prevent recurrence.
- implement a rehabilitation programme that seeks to minimise the effects of accidents, injuries and incidents.
- incorporate the ideal that all workplace incidents and accidents are preventable.
- make available this IMS Policy to the public and interested parties.
- exhibit industry leadership in the areas of quality, health and safety, and environmental management
- there are no exceptions to this policy.

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.

Carlos Gonçalves
Managing Director