

## Quality, Health, Safety & Environment Policy

Growthbuilt delivers construction projects across the public and private sectors with passion, experience, expertise and innovation. We aim to provide our clients with construction services that:

- Achieve, and where possible, surpass industry standards and best practice for Quality, Health, Safety & Environmental management.
- Satisfy, and where possible, exceed the requirements and expectations of clients, statutory authorities, employees, interested parties and the communities in which we operate.

Growthbuilt has established the HSE Due Diligence Framework to maintain knowledge and understanding of its legal compliance with regards to Quality, Health, Safety and Environmental requirements. An annual external audit program is conducted to evaluate our compliance with the legal requirements in accordance with ISO 9001:2015, ISO 14001:2015 and AS/NZS ISO 45001:2018

Growthbuilt management is committed to:

- Ensuring Quality, Work Health & Safety (WHS) and Environmental management principles are included in all organisational planning activities.
- Providing a safe working environment for employees to reduce the risk of work-related injuries and serious illness.
- Authentic leadership – our leaders hold themselves and others to account to our QHSE values and behaviours and are encouraged to challenge the status quo to improve our risk control strategies.
- Encouraging employee participation in all Quality, WHS & Environmental matters through consultation and participation with both the Site Safety Committee and the Growthbuilt Health, Safety & Environment Participative Leadership Committee.
- Effective governance – data generation and review mechanisms to identify major risk areas across our business, independent Audits conducted regularly by external experts to assess our compliance levels.
- Providing sufficient resources to make certain that Quality, WHS and the Environment are a central part of the organisation and ensuring specific QHSE roles and responsibilities are specified in all position descriptions, clarifying accountabilities.
- Establishing, maintaining and monitoring measurable objectives and targets to drive continued improvement.
- Consulting with employees and other interested parties to improve decision-making on Quality, WHS & Environmental matters.
- Working closely with our supply chain to improve consistency of their delivery skills and outcomes.
- Ensuring the needs and expectations of interested parties are included in our risk and opportunity process.
- Acting to address the risks and opportunities which could impact of the delivery of our products and services.
- Fostering knowledge and providing opportunities for our employees to develop their skills and recognising their talents.

- Promoting the use of innovative solutions, technologies and construction methods.
- Annually reviewing this policy for relevance.

Growthbuilt management is responsible for implementing, promoting and maintaining the Integrated Management System (IMS) and managers are to ensure their teams are aware of and fulfil their QHSE responsibilities according to this policy. We recognise that implementation will involve the effective training of personnel, to ensure they fully understand their responsibilities to comply with and monitor the IMS.

### **Quality**

Growthbuilt is committed to providing high quality construction services and products in accordance with agreed client expectations. Growthbuilt operates systematically to control and assure quality works and services through the achievement of organisational quality objectives, application of industry best practice and the continual improvement of the IMS. Our quality management system is based on the requirements of ISO 9001:2015.

### **Health & Safety**

Growthbuilt recognises the hazards and risks associated with our works and services, and thus our overarching goal is to ensure the health and safety of all employees, workers and visitors at every Growthbuilt workplace. We strive for continuous improvement in health and safety by reviewing our commitment annually to prevent incidents and injuries. Our health and safety management system is based on and compliant with the requirements of ISO 45001:2018, WHS legislation, Australian Standards and industry best practice.

### **Environment**

Growthbuilt aspires to be a sustainable and socially responsible organisation and is consequently committed to reducing all environmental impacts and aspects. We recognise that the activities, products and services associated with our business have both a direct and indirect impact on the environment, and thus we employ strategies integrated across all business functions, to prevent or minimise harm to the environment and, where possible, demonstrate a positive impact. We do this by establishing measurable objectives and targets to ensure continual improvement and minimisation of Growthbuilt's environmental impact. We will also seek out opportunities to partner and engage with leading organisations, industry associations and our supply chain to drive better environmental outcomes for a sustainable future. Growthbuilt's Environment Management System is based on the requirements of AS/NZS ISO 14001:2015.

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Director & Joint CEO

1<sup>st</sup> July 2022



Peter Sukkar  
Director & Joint CEO

1<sup>st</sup> July 2022



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