

QHSE Policy

Quality, Health, Safety and Environment

The directors and management of **Advitech** are committed to delivering engineering and environmental consulting services that meet high standards of quality while providing a safe and healthy workplace and protecting the natural environment. To support this commitment, Advitech has established an Integrated Management System (IMS) in compliance with AS/NZS ISO 9001 (Quality), AS/NZS ISO 45001 (Occupational health and management systems) and AS/NZS ISO 14001 (Environmental management systems).

Advitech prides itself on being a professional and progressive organisation providing engineering, science and environmental consulting services. Management focuses on enabling and supporting our people to help them to achieve positive outcomes for themselves and their peers as well as for our customers.

Our preferred approach is one of guided self-organisation within clearly defined system boundaries and with clearly stated management expectations. At the highest level, our expectations are articulated in our Mission, Guiding Principles and Golden Rules.

We seek to build strong and enduring relationships with our customers by encouraging our people to:

- maintain open communications;
- be trustworthy and dependable;
- be responsive and flexible; and
- maintain consistent technical excellence.

Advitech's quality management processes promote the delivery of quality services and related products that meet or exceed the needs of our customers, while also meeting the requirements of other stakeholders including our shareholders, workers, suppliers, the community and relevant statutory and regulatory bodies. Customer feedback shall be sought to allow Advitech staff and management to monitor the effectiveness of the management system and to continually improve performance.

Senior management of each company within the Group is committed to protecting employees and other workers from harm and promoting their health, safety and welfare so far as is reasonably practicable.

The WHS elements of the IMS establish procedures for ensuring the safety of employees and other workers, in accordance with current WHS acts, regulations and codes of practice.

The system defines responsibilities, operational procedures, risk assessment processes, emergency response procedures, performance evaluation and continual improvement processes.

To achieve safety, each company shall communicate and consult with employees regarding health and safety and provide adequate training and resources to support health and safety in the workplace.

Each company expects its employees to take responsibility for the health and safety of themselves and others in the workplace, and to demonstrate a willingness to embrace safe work practices.

No employee shall put themselves, allow themselves to be put, or ask another person to be put in a situation where safety is compromised.

When on a client company's premises, safety instructions or directions from that company's management must be followed. Employees or other workers are never to work in an environment in which they are unfamiliar unless accompanied by a competent guide.

If an employee or other worker has any doubt about safety, they shall seek advice from the relevant client representative or a senior company officer.

Senior management of each company within the Group shall ensure environmental protection through compliance with legislation relevant to its operations and best practice environmental management in accordance with the IMS.

This commitment includes such measures as sustainable resource use, reduction of waste, prevention of pollution, climate change mitigation and protection of biodiversity and ecosystems.

All staff at each work location shall also ensure compliance with the environmental procedures of the client company where applicable, or the Group member company. All employees and contractors shall be aware of the potential environmental impacts of their activities, both in the office and while on site.

Potential changes in technology or processes that may have a positive or negative impact on the environment or the health and safety of employees, shall be considered as they become available and prior to adoption, such that WHS and environmental performance of the management system can be continually improved wherever possible.