



1st March 2021

Health Safety, Environmental and Quality (HSEQ) Policy

This *Health, Safety, Environmental and Quality (HSEQ) Policy* is a statement of **GPE Electrical & Communications Contractor Pty Ltd and GPEHV** herein after known as “GPE”, shall provide commitment to a safe and healthy workplaces for our employees, others who may be affected by our work, with the objective of preventing work related injuries and illnesses. The Policy also highlights GPEs obligation to manage, activities that have the potential to cause harm to the Environment and deliver Quality goods and services to our Clients and Customers to the highest level. Managers and supervisors are accountable for implementing this Policy as an integral part of their responsibilities; *they may delegate their HSEQ duties and activities, but not their obligations.*

GPE is committed to protecting our employees by complying with OH&S and or Work Health & Safety (WHS) legislation, demonstrating *Due Diligence* and the application of industry based OH&S/WHS procedures. For all people who may be affected by our work, safety will always take precedence over job expediency.

GPE will always strive to carry out its operations profitably and efficiently whilst maintaining high environmental standards in all activities. We will achieve this by operating in a manner which minimizes impacts to the environment, employees and the community. We will operate in a manner which will recognize the importance of maintaining the integrity of heritage, conservation and environmental values.

GPE has in effect a Quality Management System that meets and surpasses Industry Standards. The result to which we aspire through our HSEQ Policy and management systems is to achieve the satisfaction of our Clients and Customers.

Our key Safety objectives with this Policy are:

- Implementing proactive health and safety management strategies
- Integrating OH&S management into our projects at the planning stage
- Commitment to providing safe and healthy working conditions for the prevention of work-related injury and ill health
- Elimination of hazards by the Occupational Risk Management process of Hazard Identification, Risk Assessment, Risk Control and Monitoring/Evaluation.
- Monitoring/Evaluation and reviewing risk controls to ensure they remain effective.
- Commitment to engage our employees in the decision-making processes through structured communication, consultation, and training.
- Providing ongoing education and learning for our employees to enable them to work in the safest way possible.
- Requiring employees to comply with their legislated and Company OH&S/WHS responsibilities.
- Implementing continuous improvement strategies and providing effective injury management and rehabilitation strategies.
- Appropriate support and resources will be provided by GPE; and
- The objectives of this Policy will be achieved by committed and demonstrated leadership from all managers and supervisors and the involvement of all employees.



Our key Environmental objectives with this Policy are:

- Manage environment related activities in a manner consistent with balanced economic development and regarding reasonable community exceptions.
- Comply with applicable laws, regulations and standards.
- Strive to continually improve to reduce pollution and the carbon footprint of the business operations.
- Develop, implement and maintain a comprehensive environmental management program dealing with potential environmental impacts and mitigation of these impacts.
- Implement the most viable and applicable to technology for the operation and actively expand this knowledge.
- Provide adequate training for site personnel to encourage individual environmental responsibility and ownership of the company environmental policy.
- Monitor the environment in each area of operation and use all available information in determining and addressing area of potential impact.
- Identify and continually improve environmental impacts accounted for by business operations.
- Effectively respond always to actual or potential impacts in a timely and responsible manner and to have safeguards and contingency plans in place.
- Co-operate and communicate with the broad community in the development of environmental programs that are relevant, feasible, scientifically sound and economic.
- Take a proactive approach to environmental issues by adequately planning for future developments and associated restoration.

Our key Quality objectives with this Policy are:

- To bring about within our organisation a total commitment by all employees to meeting the reasonable requirements and expectations of our customers, in a timely manner; and
- To ensure that our customers continue to regard us as competent, experienced and reliable contractors to whom they may entrust work in full confidence that their requirements will be met.

Our policy is put into effect by instilling into everyone in our organisation both pride in the good quality work which they do, and willingness to accept responsibility for their individual actions and efforts.

Such pride and responsibility enable us:

- To work with our customers to both identify and satisfy their needs,
- To work with our suppliers to ensure that they understand our requirements; and
- To identify and resolve any problems which may arise within our organization, so that we may continuously improve our capabilities and our performance.

GPE recognizes the association between sound Health, Safety, Environmental and Quality practices, and the delivery of effective and profitable operations for both the Business and its Clients.

Gerard Percy
(Managing Director)