

Integrated Management System (IMS) Policy



STATE CIVIL PTY LTD is an Australian Civil construction company based in Sydney, chosen by clients for a wide variety of services and its proven track record, expertise in Rail work and general civil scope.

To ensure that we deliver our services that meet the customer's requirements, as far as practicable without risk to personal health or safety, carry out all activities in a manner that minimizes environmental impacts, conform to the relevant regulations, codes and specifications, **STATE CIVIL** Management is totally committed to providing service of the highest quality, safety and environmental standards by implementing an Integrated Management System (IMS).

STATE CIVIL will:

- *Ensure ongoing compliance with all relevant statutory and other obligations, standards, specifications and codes of practice as well as the requirements of ISO 9001, ISO 14001 and ISO 45001 standards*
- *Understand and conform to the agreed requirements of our clients to enhance their satisfaction*
- *Emphasis on satisfaction of interested parties as the primary focus of the Integrated Management System activities and managing our relationships with them to obtaining sustained success*
- *Maintain a high quality of workmanship to minimise our work-site defects, incidents, accidents and injuries – our aim is ZERO incident*
- *Manage our diverse activities in preventing or minimising pollution and impacts on visual amenity, air, water, land, flora, fauna and cultural and heritage values*
- *Strive to improve resource consumption efficiency and minimising waste generation in our services*
- *Enhance organisation's capability by competent, empowered and engaged employees at all levels through the company*
- *Consult and communicate with employees and subcontractors and other relevant interested parties in matters relating to the quality, health, safety and environment*
- *Identify, report, investigate and resolve all non-conformances and incidents and take appropriate action to prevent recurrence*
- *Treat external providers as integral asset of the company and work closely with them to meet customer's needs*
- *Continually improve the effectiveness of the Integrated Management System considering risk-based thinking*

To comply with our policy, our staff will receive adequate induction and training to enable them to follow our systems and procedures.

This policy will apply to all employees and contractors and is reviewed periodically to ensure it remains relevant to the operations and activities of **STATE CIVIL**.

Sam Kasab

General Manager

A handwritten signature in black ink, appearing to read "Sam Kasab", enclosed within a rectangular box.