

INTEGRATED MANAGEMENT POLICY

POLICY STATEMENT

Our Integrated Management Policy reflects our Director's commitment to quality, safety, and environmental performance as well as our company mission of reducing greenhouse gas emissions and facilitating the transition from current unsustainable energy systems to sustainable energy systems. This policy forms the framework upon which our organization sets its objectives and targets and is the driver for implementing and improving our Integrated Management System (IMS), so we can maintain and improve our safety, Environmental and Quality performance whilst complying with all relevant legal and regulatory requirements. The policy is communicated to, and understood by all staff, actual and potential customers, other interested parties and the community at large via our website and is reviewed annually at our management review meeting and revised if needed, to reflect new, or changing requirements.

AIMS AND OBJECTIVES

By taking the three most important business management standards and integrating them into a single philosophy, Williams Metal Fabrications Pty Ltd, intends to achieve continuous improvement of all our business activities and aims to position ourselves as the industry leader in sustainable energy engineering processes. Williams Metal Fabrications' mission is to reduce our emissions. Through the application of our Integrated Management System, Williams Metal Fabrications will provide sustainable energy engineering services and products that are effective, reliable, and problem free, with safety, quality, and environmental protection as the highest priorities in all that we do.

In order to achieve this, we will:

- Commit to maintaining a safe workplace and promote both the psychological and physical safety, health and welfare of all employees, customers, contractors and other interested parties, at all times. Workers are fully protected from reprisals when reporting incidents/risks and hazards.
- Commit to consulting with workers regarding the implementation of practices and systems that will ensure the health and safety of workers. Worker involvement at all levels is essential for ensuring a healthy and safe workplace.
- Systematically and continually improve environmental performance and where possible, influence others to do the same, by preventing pollution, recycling waste, monitoring, tracking, and reporting our environmental performance and promoting and practicing sustainable values, principles, and practices.
- Provide sufficient and suitable resources to Identify, document, monitor, measure and continuously improve all aspects and impacts of our business processes for quality, safety and sustainability (including the prevention of unnecessary disposal of waste)
- Ensure the delivery of the highest possible quality products and services and achieve the greatest possible customer satisfaction with every single client we work with.
- Continuously improve our product and service by actively seeking feedback from our customers and interested parties.
- Apply a risk management philosophy and practice that aims to identify and eliminate safety hazards in line with the Hierarchy of controls, and where this cannot be achieved, implement appropriate control measures to manage the risks at a level that is as low as reasonably practicable.
- Set achievable objectives and targets for safety, environment and quality and measure and monitor our performance against these targets.
- Ensure ongoing compliance with all applicable legislation, mandatory guidelines, codes, standards, and other relevant requirements.
- Clearly define the roles, responsibilities, and accountabilities of all our team and provide them with industry and professional training as well as opportunities to advance their careers, in line with a Just Culture. Consult with, involve, and encourage feedback from our customers, our team, the community, and other stakeholders to assist us in continually improving our products and services and not to apportion blame.
- Effective communication and consultation of this policy to all relevant stakeholders and review Policy at least annually for continuing suitability.
- We are committed to leading by example and demonstrating best practices within all of our operations. We widely promote sustainable principles and practices to the broader community in order to influence others to genuinely improve environmental performance.
- Continue with and maintain Steelwork Compliance Australia Construction Category 3 in accordance with ASI National Structural Steelwork Compliance Scheme (NSSCS) requirements to AS/NZS 5131 Structural Steelwork – Fabrication and Erection standard.
- Continue with and maintain the International Institute of Welding (IIW) Manufacturer Certification Scheme according to ISO 3834 Part 2, for Structural Steel, Structural Aluminium, Infrastructure and Construction.

Authorised 13/09/2023 by Directors