

## WMF000-P INTEGRATED MANAGEMENT POLICY

Williams Metal Fabrications (WMF) Pty Ltd's Integrated Management System (IMS) Policy reflects the commitment of the Directors to achieving excellence in Quality (ISO 9001), Occupational Health and Safety (ISO 45001), and Environmental Management (ISO 14001). WMF is committed to protecting the health and safety of workers and others, ensuring the consistent delivery of high-quality products and services, reducing greenhouse gas emissions, preventing pollution, and improving our overall environmental performance across all operations.

This policy provides the framework for establishing and reviewing objectives and targets and drives the implementation, maintenance, and continual improvement of our Integrated Management System. WMF is committed to complying with all applicable legal, regulatory, contractual, and other requirements relevant to our operations.

This policy is communicated to and understood by all employees and made available to customers, contractors, and other interested parties via our website and other appropriate means. The policy is reviewed at least annually during Management Review and updated as necessary to ensure ongoing suitability and effectiveness.

### AIMS AND OBJECTIVES

By integrating Quality, Health and Safety, and Environmental management into a single, cohesive system, Williams Metal Fabrications (WMF) Pty Ltd seeks to achieve continual improvement across all business activities and position itself as an industry leader in sustainable energy engineering and fabrication practices.

WMF's mission includes the reduction of emissions and environmental impacts while delivering safe, reliable, and high-quality sustainable energy engineering products and services. Safety, quality, and environmental protection are fundamental values embedded in everything we do.

To achieve this, WMF commits to:

- Maintaining a safe and healthy workplace through regular workplace inspections, timely completion of plant and equipment pre-start checks, and proactive hazard identification and control.
- Promoting both psychological and physical health, safety, and wellbeing of employees, customers, contractors, and other interested parties. Workers are protected from reprisal when reporting incidents, hazards, or risks.
- Consulting with and involving workers in the development and implementation of health and safety systems and practices, recognising that worker participation at all levels is essential to a safe workplace.
- Systematically improving environmental performance and protection by preventing pollution, reducing emissions, recycling waste, monitoring and reporting environmental performance and protection, and applying sustainable principles and practices. Where possible, WMF will positively influence others to do the same.
- Providing sufficient resources to identify, document, monitor, measure, and continually improve business processes relating to quality, health and safety, and environmental sustainability, including the reduction of unnecessary waste.
- Ensuring IMS documentation and records are controlled, maintained, and reviewed in accordance with defined risk-based timeframes.
- Delivering high-quality products and services that meet customer requirements and striving to achieve a high level of customer satisfaction with every client engagement.
- Continually improving products and services by actively seeking, reviewing, and acting upon feedback from customers and other interested parties.
- Applying a risk management approach that identifies hazards and eliminates risks in accordance with the Hierarchy of Controls and, where elimination is not practicable, implements controls to reduce risks to as low as reasonably practicable (ALARP).
- Setting measurable objectives and targets for quality, health and safety, and environmental performance and protection, and monitoring performance against these objectives.
- Maintaining compliance with all applicable legislation, regulations, codes of practice, standards, and other relevant obligations.
- Defining roles, responsibilities, and accountabilities, and providing appropriate training, competency development, and career advancement opportunities in line with the principles of a Just Culture, focusing on learning and improvement rather than blame.
- Identifying and addressing training needs to ensure the ongoing competency, skills currency, and professional growth of all personnel.
- Ensuring effective communication and consultation of this policy to all relevant stakeholders and reviewing the policy at least annually to maintain its ongoing suitability.
- Leading by example by demonstrating best practice across all operations and promoting sustainable principles and practices within the wider community.
- Maintaining external certifications and memberships, including:
  - Construction Category 3 under the ASI National Structural Steelwork Compliance Scheme (NSSCS) in accordance with AS/NZS 5131 – Structural Steelwork – Fabrication and Erection
  - International Institute of Welding (IIW) Manufacturer Certification Scheme compliance with ISO 3834-2, covering Structural Steel, Structural Aluminium, Infrastructure, and Construction.
  - DISP Export Licence (EL) Level Membership, where applicable.

**Authorised by the Directors on the 15/04/2026**

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Stuart Rogers

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Craig Williams