

COMBINED QUALITY, WORK HEALTH AND SAFETY AND ENVIRONMENTAL POLICY

The SEM Group (SEM) undertakes a range of civil construction projects and traffic control services for a wide range of clients including government bodies, statutory authorities and private sector customers.

SEM is committed to developing jointly rewarding partnerships with our clients through the implementation of continuous improvement and adoption of best industry practices.

SEM recognises that the health, safety and welfare and injury management of employees, and others, is of utmost importance to the organisation. Management will be responsible for taking all reasonable duty of care and practicable action to achieve and maintain a standard that safeguards the work health and safety of all employees, visitors, contractors (including labour hire) and sub-contractors while complying with all statutory requirements (i.e. Work Health and Safety Act 2012 (SA), Return to Work Act 2014 (SA) and supporting Regulations), and relevant Australian and International Standards.

This commitment extends to ensuring that SEM's operations do not place the community or environment at risk. It is the policy of SEM to control our activities and to ensure that the requirements of our Contracts, applicable Legislation and Regulations, are met through the implementation of our Integrated Management System in compliance with the requirements of:

- **AS/NZS ISO 9001:2015** "Quality Systems - Model for quality assurance in production, installation and servicing"
- **AS/NZS ISO 14001:2015** "Environmental Management Systems - Specification with guidance for use"
- **AS/NZS 4801:2001** "Occupational Health and Safety Management Systems - General guidance on principles, systems and supporting techniques"
- **OHSAS 18001:2007** "Occupational Health and Safety Management Systems – Requirements"

Objectives

To meet the objectives of our Policy, SEM will:

- Provide systems of work with written procedures and work instructions.
- Provide information, instruction, training and supervision to employees, contractors, subcontractors and clients / visitors.
- Establish measurable objectives and targets aimed at elimination of work-related injury and illness; environmental harm.
- Provide safe plant and equipment; ensure a Hazard Management approach to WHS and Environmental issues.
- Consult widely in regard to WHS issues; provide effective rehabilitation and equitable claims management.
- Provide the resources to meet the commitment of this policy.

Responsibilities

Each Manager is accountable for implementing this Policy in their area of responsibility and has a duty of care to:

- Provide relevant training and instruction to employees to ensure our contractual obligations are met.
- Ensure adequate supervision is maintained at all times.
- Ensure our systems of work are safe and environmentally compliant.
- Be involved in the development, promotion and implementation of policies and procedures.

All employees have a duty of care to:

- Comply with all policies, procedures and instructions.
- Immediately report all known hazards to their immediate Supervisor or Manager.
- Ensure their own health and safety at work and avoid adversely affecting the health and safety of other persons at work.

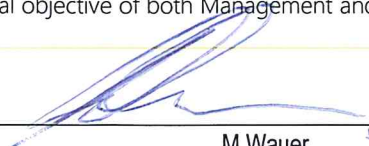
Application of the Policy

This policy is applicable to SEM Group in all of its operations and functions.

Consultation

It is a mutual objective of both Management and Employees at all levels to actively co-operate and promote awareness of this policy.

Signature: _____



M Wauer
Business Director

Date: 15 / 08 / 2016