



INTEGRATED HSEQ POLICY

Our Integrated Management Policy reflects our commitment to our health, safety, environmental and quality performance. This policy forms the framework upon which we set our objectives and targets and is the driver for implementing and improving our integrated management system so that we can maintain and improve our health, safety, environmental and quality performance whilst complying with all relevant legal and regulatory requirements.

POLICY STATEMENT

The Markwell Group's mission is to provide sustainable services, products and systems that are effective, reliable, and problem free whilst ensuring the safety of all employees, contractors and visitors involved in our operations. Health, safety, quality and environmental protection is regarded as the highest priorities in all that we do.

In order to achieve this, we will:

- Maintain a safe workplace and promote the safety, health and welfare of all employees, customers and contractors at all times;
- Actively aim to prevent work related injury and ill health;
- Ensure the delivery of the highest possible quality products and services; and achieve the greatest possible customer satisfaction all clients;
- Systematically and continually improve environmental performance by preventing pollution, recycling waste, monitoring, tracking and reporting our environmental performance;
- Apply a risk management philosophy that aims to identify and eliminate safety hazards and problems wherever possible, and where this cannot be achieved, implement the Hierarchy of Controls 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 to ensure continual improvement;
- Ensure ongoing compliance with all applicable legislation, mandatory guidelines, codes, standards and other relevant requirements;
- Consult with and encourage the participation from our team across the organisation, our customers, the community and other stakeholders to assist us in continually improving our products and services;
- Provide sufficient and suitable resources to implement, maintain and continuously improve all aspects and impacts of our performance;
- Effectively communicate this policy to all relevant stakeholders and review it at least annually for continuing suitability.

Gavin Markwell
Managing Director