



INTEGRATED QUALITY, SAFETY AND ENVIRONMENTAL POLICY

This policy forms the foundations in which all Management and Compliance Solutions' (MACS) values, principals, procedures and activities will be built from, in particular those required for our quality, safety and environmental responsibilities.

This policy covers all MACS activities, departments, sites, and is intended to support the strategic direction of MACS by being the foundation in which all workers care for our customers, clients, all other workers, the environment and promotes continuous improvement to keep MACS moving forward to become an innovative industry leader.

All employees and subcontractors working for MACS are to deliver a quality product and service to our customers and clients, in a safe and environmentally friendly manner:

- Be aware of, and protect the environment from, our environmental impacts, whilst enhancing environmental performance;
- Endeavor to continually improve our BMS and the quality of the products/services we provide every day, through consultation and participation of workers, workers representatives, interested parties and our customers;
- Comply with legislation and other compliance requirements as identified within the BMS;
- All personnel are to be trained, competent and confident to perform their role;
- Use respect when communicating and consulting with customers and each other;
- Safely operate each day whilst providing and continually improving the safe and healthy working environment for our workmates, visitors and the public, including the prevention of work-related injury and ill health by eliminating of hazards and reducing risks; and
- Establish and review quality, safety and environmental objectives (within the Business Improvement Plan) that are measurable (including those that commit to preventing pollution, continually improve the effectiveness of the BMS, and eliminate work related injury and illness).

We can achieve this through 'living' the Integrated Quality, Safety and Environmental Policy at all levels within MACS.

All supervisors and managers are to ensure this policy is communicated, understood and demonstrated by all employees and subcontractors working for or on behalf of MACS, every day.

A handwritten signature in black ink, appearing to read 'A. Richards', is written over a horizontal line.

Managing Director