

IN004	Integrated Policy Statement	
Rev: 15		
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BIELBY Holdings Pty Ltd is an Australian owned construction company focusing on supplying efficient and reliable civil infrastructure solutions. Our business is managed through the adoption of an integrated management system approach and therefore this Policy should be read as our Safety Policy, Quality Policy, Environmental Policy, Risk Management Policy and Operational Policy.

BIELBY Holdings Pty Ltd's philosophy is that our workforce, suppliers and subcontractors act in such a manner that quality, safety, environmental and risk management is a fundamental part of their operations, that we do it right the first time, that we comply with all legislation, acts, specifications and relevant codes of practice, and that we create a just culture that is transparent and establishes clear accountability for actions. Furthermore, **BIELBY Holdings Pty Ltd** requires that our people interact with our Clients, Designers, Suppliers and Subcontractors on a 'One Team' cultural approach so that we can all 'win' together.

Our commitment is to ensure that:

- We establish a culture to work with our Clients, Designers, Suppliers and Subcontractors to ensure a 'One Team' approach which exudes efficiency, productivity and honesty so that all members of the team win together.
- That we meet our obligations under the Work Health & Safety Act, Environmental Protection Act, other relevant legislation, regulations, codes and standards, by ensuring an appropriate Project Management Plan is produced and adhered to for every work site, and our systems comply with all three ISO 9001:2015 (Quality), ISO 14001:2015 (Environment) and AS 4801:2001 (Safety) standards.
- Supervisors are committed to implementing and monitoring work practices in their specific areas of operation so as to achieve our goals.
- All persons employed by **Bielby Holdings Pty Ltd** have a personal responsibility to **Bielby Holdings Pty Ltd**, their fellow workers, themselves and the general public to adopt and maintain appropriate standards in all their work practices and activities.
- We maintain open and honest communications with all stakeholders, and that we act with due regard to the requirements, expectations and best interests of our clients, end users, employees, shareholders, suppliers, subcontractors, neighbours, insurers, and relevant industry associations.
- We encourage employee education, improving quality, safety, environmental and risk management.
- We review and report on our implemented systems so as to continually improve and enhance our quality, safety, environmental and risk performance.

Our goals include having:

- Projects managed with the aid of a detailed Project Management Plan. This plan will be an integration of quality, safety, environment, risk and all other standards required.
- Projects without Lost Time Injuries and that are safe from a worker and public perspective as well as our client and our own perspective.
- Projects that protect the environment, that minimise environmental damage, pollution and/or contamination, and that do not waste the resources available to us.
- Projects that meet the client's specifications and that capture their needs resulting in their wanting us back for repeat business.
- Projects that are interesting and challenging for our workforce so they enjoy going to work.
- Projects that are profitable enough to ensure the long term viability of **Bielby Holdings Pty Ltd**.

Our Management System is based on thorough:

- Planning, Training and Operations.
- Recording, Reporting, Reviewing and Auditing.



Adam Edwards
Managing Director
23 November 2018

