

IMS 1 – HEALTH, SAFETY AND ENVIRONMENT POLICY

Downes Group Pty Ltd is a leading surveying, town planning and land development consultancy for clients based in Infrastructure, Urban Development and Energy and Resources.

Downes Group services Southern Queensland from bases on the Sunshine Coast, Toowoomba and the western Darling Downs. With approximately 25 highly skilled staff, Downes Group has the capacity for full service delivery to national infrastructure projects.

Downes Group is committed to ensuring that health, safety and environment (HSE) issues are considered above all other company business considerations. It is our policy to ensure safe and sustainable working environments and work practices. This applies to employees, contractors, customers, visitors and all others who may be impacted by our company's activities, which include planning, project management, surveying, environmental services and development consultancy.

ENVIRONMENTAL AND SUSTAINABILITY

Objectives for achieving our vision include:

- ▶ Getting better environmental outcomes for all our stakeholders
- ▶ Improving the built environment for clients and the general community
- ▶ Integrating sustainable practices into daily business practice
- ▶ Establishing measurable EMS objectives and targets with the aim of eliminating work related environmental incidents in relation to our activities, products and services;
- ▶ Continual improvement of environmental performance and the prevention of pollution.

Strategies will include:

- ▶ Maintaining a EMS Management System as part of the Downes Group Integrated Management System
- ▶ Educating clients and stakeholders to the financial and community benefits of integrating sustainable solutions into the design of land development projects
- ▶ Providing the required resources to support the implementation of this Policy
- ▶ Integrating risk management in planning activities

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Integrated Management System

- ▶ Providing the necessary training (including induction), instruction and information to employees and stakeholders
- ▶ Complying with Environmental Legislation, Codes of Practice, Standards and Guidelines

HEALTH AND SAFETY

Objectives for achieving our vision include:

- ▶ Provide a safe work environment for all our staff
- ▶ Have a strong company culture of safe work practices
- ▶ Maintaining our Health and Safety Management System developed to AS 4801

Strategies will include:

- ▶ Integrating risk management in planning activities
- ▶ Consulting with employees and other parties to improve decision-making on HSE matters
- ▶ A commitment to continual improvement.
- ▶ Ensuring all HSE incidents are investigated and lessons are learnt within the organisation
- ▶ Distributing HSE information, including this Policy, to all employees and interested parties
- ▶ Ensuring effective injury management and rehabilitation is provided to all employees
- ▶ Implementing Risk Management to ensure the effective and prioritised management of HSE risks that have the potential to impact on Business Objectives.

Accountability

I commit Downes Group to the implementation of these policies, and task all field and office personnel across Downes Group with contributing to this goal.

Director



Date 11/01/2019

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