

# Integrated Management System POLICY

The Integrated Management System Policy has been developed by G&T Construction Ltd to provide a central reference point that clearly defines our company commitment to quality, safe and environmentally sustainable service provision. We are committed to conducting business that is of an acceptable quality, compatible with the environment and that protects the safety and health of our workers and the public. The Integrated Management System is aligned with AS/NZS

ISO 9001:2015, AS/NZS ISO 14001:2015 and AS/NZS ISO 45001:2018.

It is recognised that several governing documents will also be implemented at an organisational level and will resultantly align with this IMS Policy. These are all referred to as 'external documents', are accessible via the company SharePoint site and are communicated to staff via the management team. The IMS Policy is available to the public via the G&T Construction website located at [www.gtconstruction.co.nz](http://www.gtconstruction.co.nz).

Any external communications are managed by the G&T Systems and Development Manager in accordance with the organisation's policies.

These commitments are documented in our Quality, Safety and Environmental Policies which form the Integrated Management System.

This will be achieved through:

- Defining the responsibility of all managers, supervisors, and staff to ensure that all aspects of the system are implemented in operational areas.
- Ensuring the entire work environment is maintained in a healthy and safe condition and adequate controls are implemented to minimise and prevent pollution.
- Addressing the health and safety of employees, clients, contractors, and other members of the public within our work environment.
- Monitoring current performance, ensuring legal regulations are met as a basic requirement. While taking a proactive approach towards continued improvement that meets the expectations of our customers and community.
- Demonstrated consideration of suggestions from customers, employees and other interested parties on improving service delivery and safety.
- Applying a systematic approach, as outlined in the Integrated Management System for quality, environment, and safety.
- Understanding and adopting the legal and stakeholder specified quality, safety and environmental requirements with a view to developing programs that comply with these requirements.
- Delivering education, awareness, and training and encouragement programs for employees, enabling them to conduct their activities in an effective, safe, and environmentally responsible manner that focuses on the requirements of key stakeholders and the law.
- Assessment of safety hazards and risks, and environmental impacts before starting an activity or project.
- The company will set quality objectives and monitor these via business planning reporting and Key Performance Indicators (KPI's).
- All aspects of the Integrated Management System framework will be reviewed at 6 monthly management review meetings (minimum). Outcomes will be reported to the Managing Director.
- Providing an acceptable rehabilitation program for any injured employees.

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- Ensuring that the Integrated Management System Policy is readily available to employees and key stakeholders via the G&T website.
- Providing safe and healthy working conditions for the prevention of work-related injury and ill health, a commitment to eliminating hazards and reducing OH&S risks and a commitment to consultation and participation of workers, and their representatives.

All employees shall be responsible for operating in an effective, safe, and environmentally responsible manner, to ensure both their own and the safety of their fellow employees and the public is maintained. Staff are responsible for ensuring quality assurance targets are maintained and their actions have minimal impact on the environment.

A handwritten signature in blue ink, appearing to read 'L. Thomson'.

Lex Thomson

Company Director  
**G and T Construction**