

Hardings Group pride itself on quality performance when delivering products and services, maintaining customer confidence and the development of long-term relationships with the local community. We recognise the company has health, safety and environmental duties under the *Work Health and Safety Act*, the *Environmental Management and Pollution Control Act* and the *Heavy Vehicle National Law*.

Hardings Group has developed and implemented an Integrated Management System (IMS) which complies with Standards; ISO45001:2018, ISO14001:2015 and ISO9001:2015, to ensure continued improvement and sustainability of company activities in areas of health, safety, environment, and quality management.

We achieve this by:

- Committing to providing safe and healthy working conditions for the prevention of work-related injury and ill health for all workers undertaking works for or on behalf of Hardings Group.
- Committing to building a just culture through encouraging people to provide essential safety and environmental-related information so that we can learn from incidents, ensuring any reporting of such information is confidential if requested and by ensuring that individuals are not blamed for 'honest errors', but are held accountable for wilful violations and gross negligence.
- Establishing and implementing hazard/aspect identification and risk management processes to manage risks associated with any company activity so that threats are minimised to a point that is as 'low as reasonably practical', and opportunities are realised where possible.
- Ensuring controls identified to protect the environment and prevent pollution are effectively implemented.
- Ensuring that we fulfill legal and other requirements and comply with the IMS and client requirements.
- Establishing and measuring health, safety, environmental and quality performance against realistic objectives and/or targets, with the aim to prevent work-related injuries/ illnesses and ensure the ongoing compliance and identification of opportunities to improve environmental and quality performance.
- Ensuring that the IMS and health, safety, environmental and quality performance are continually improved.
- Ensuring employees are consulted and provided with opportunities to participate in decisions on changes/improvements that impact workers health and safety, the environment, and the quality of services.
- Maintain physical infrastructure, including buildings, plant and equipment in a condition that ensures it is safe to use and consistent with environmental management (minimising waste and pollution) as far as reasonably practical.

Our commitments are further detailed in the IMS manual and the IMS management procedures.

POLICY AUTHORISATION

This policy has been reviewed and authorised by Hardings Group (TAS) Pty Ltd. It reflects the standards, expectations, and responsibilities applicable to all relevant personnel.

This policy is effective from the date of authorisation and remains in effect until it is formally amended or withdrawn by Hardings Group (TAS) Pty Ltd.

Authorising Name: Nic Broomhall

Authorising Signature: 

Authorising Position: Chief Executive Officer (CEO) **Authorising Date:** 01/05/2026

Hardcopies of this document are considered uncontrolled. Please refer to the Hardings Management System for the latest version.

Doc Number HG-POL-001	Document Title Integrated Management System Policy	Version 4.1	Date 1/05/2026	Page 1 of 1
--------------------------	---	----------------	-------------------	-------------