

# Appendix L

## Company Policies

CENTRAL CIVIL (NSW) PTY LTD  
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## ENVIRONMENTAL MANAGEMENT POLICY

### 1 THE COMPANY

- Central Civil (NSW) is a wholly Australian owned company whose aim is to ensure total Customer satisfaction in providing the following professional construction services
  - i. Civil and Remediation
  - ii. Demolition
- Central Civil (NSW) provides the above services in a professional manner to all levels of government departments, statutory authorities and commercial, industrial and domestic Customers in the Private Sector.

### 2. COMPANY'S ENVIRONMENTAL GOALS & OBJECTIVES

- Prevention of pollution from the company's activities.
- Establishing and maintaining an Environmental Management System (EMS) in accordance with **AS/NZS ISO 14001:2004**.
- Identifying what activities the Company carries out that may affect the environment.
- Eliminating or minimising pollution through implementation of control measures.
- Provision of training for all workers in environmental procedures and controls.
- Where environmental incidents occur, reporting, recording and investigating.

### 3. THE COMPANY'S ENVIRONMENTAL COMMITMENT

- Prevention of pollution.
- Establish measurable objectives to achieve continual improvement in the EMS and so to eliminate or minimise pollution.
- Compliance with the environmental requirements of legislation and our customers.
- Financial, physical and human resources are provided to achieve environmental objectives.
- Allocation of responsibility and accountability for the EMS to all levels of the organisation.
- Compliance with the EMS manual and procedures which define mandatory requirements.
- This policy is regularly reviewed for relevance and is communicated to workers and is available to the public with the Director's permission.

Endorsed by: **Sarkis Elias**  
Position: **Managing Director**



Signature:

Date:

Next Review Date:

Due Diligence:

Uncontrolled if printed

Date Printed: 6/05/22

## WHS POLICY

### 1 THE COMPANY

- Central Civil (NSW) is a wholly Australian owned company whose aim is to ensure total Customer satisfaction in providing the following professional construction services
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### 2 COMPANY WHS OBJECTIVES AND TARGETS

- Achieving zero harm and zero lost time injury performance.
- Establishing a WHS system in accordance with AS/NZS ISO 45001
- Identifying what activities the Company carries out that may affect the health and safety of its workers, subcontractors, customers and the public at its office, factory and work sites.
- Eliminating unsafe working conditions and practices through proper work design, WHS procedures and provision of safe equipment.
- Provision of appropriate training for all workers in the use of established WHS procedures.
- Where hazards are identified, employing practical measures to safeguard workers.
- Where incidents occur, reporting and recording them and carrying out investigations

### 3 THE COMPANY'S WHS COMMITMENT

- Ensure the health and safety of all workers.
- Establish measurable objectives to achieve continual improvement in the WHS system and eliminate or minimise work related injury or illness.
- Compliance with relevant WHS legislation and other requirements placed upon the organisation.
- Financial, physical and human resources are provided to achieve a safe place of work
- Allocation of responsibility and accountability for WHS to all levels of the organisation.
- The WHS manual and procedures of the Company define mandatory requirements for WHS.
- This policy is regularly reviewed to maintain relevance and is implemented and communicated to all workers, and available to other parties.

## QUALITY POLICY

### 1 THE COMPANY

- Central Civil (NSW) is a wholly Australian owned company whose aim is to ensure total Customer satisfaction in providing the following professional construction services
  - i. Civil & Remediation
  - ii. Demolition
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### 2 COMPANY QUALITY GOALS & OBJECTIVES

The Company's objectives are to:

- Manage the development and growth of the Company's Customer base in a manner that shall maintain stability with the Company's existing Customers.
- Ensure construction and servicing schedules are agreed and achieved.
- Meet the Customer's expectations regarding cost, quality and time.
- Meet all legislative and regulatory requirements.
- Achieve zero defects on work performed

### 3 THE COMPANY'S QUALITY COMMITMENT

- All personnel are actively engaged in development of the Company's quality system and in continual improvement of the system's effectiveness in meeting Customer requirements.
- The Quality Management Manual and procedures of the Company define requirements for all personnel.
- Management ensures that the Company's quality system is implemented and is in accordance with Australian Standard **AS/NZS ISO9001:2016**.
- This Quality policy is communicated and understood within the company, and is reviewed for continuing suitability.

Endorsed by: **Sarkis Elias**  
Position: **Managing Director**  
Signature: 

Date:

Next Review Date: