

QUALITY POLICY

We, at the Mac Group, commit ourselves to providing services that give complete satisfaction to customers.

Our team has a genuine reputation for quality and reliability, so we strive to achieve growth and a leading position in the market by:

- Providing consistent quality services to all our customers.
- Complying with all applicable requirements and continually improving the effectiveness of the IMS by defining and achieving key quality objectives.
- Creating teamwork and an innovative approach to the environment.
- Consistently producing high-quality work by meeting specified requirements.
- Building and maintaining strong client relationships.
- Ensuring all materials provided consistently meet specified requirements.
- Ensuring subcontractors provide and produce high-quality work.
- Undertaking a handover review of new projects.
- Having defined quality project management and implementation processes.
- Having a strong commitment to safe work practices.
- Mac Group is committed to building on these strengths through quality systems and the company's philosophy of nurturing and growing a team approach between the client, consultant, and contractor.
- The processes we are developing and improving have a sound foundation for producing quality work and meeting clients' expectations.
- The future of Mac Group depends on our continual performance and producing high-quality work, and the ongoing development of team members to ensure that quality, skills, and knowledge are collectively maintained and constantly improved upon.
- Grow staff competencies, accountability, and empowerment through strong management strategies.
- Conducting quality inspection procedures.
- Reviewing progress and performance against the established objectives of quality management.
- All managers are responsible for ensuring quality services and maintaining the prescribed quality procedures.
- All employees are required to follow a dedicated personal commitment in ensuring the quality requirements set forth by the company.

APPROVED BY: ANGUS MACDONALD



REVIEWED DATE: 11/10/2020

OH&S POLICY

At Mac Group, the OH&S of employees is our prime concern and an important business objective. We are conscious of our responsibility to create, maintain and ensure safe work practices, reduce safety hazards, and promote safe work practices for sustainable development. We are committed to:

- Preventing industrial risks and their adverse impact on employees.
- Following safe work practices and continually improving the effectiveness of the system.
- Eliminating hazards and reducing OH&S risks using hazard identification and risk assessment exercises.
- Conserving natural resources by using them responsibly and efficiently in all our operations.
- Complying with all applicable legal and any other requirements, and take additional measures as considered necessary.
- Implementing and propagating the OH&S Policy through proper communication, active involvement and participation of employees and people working for and on behalf of the organisation.
- Preserving the health and safety of the site and its neighbourhood.
- Making this policy available to the public.

Management responsibilities are to:

- Establish and review HSE objectives and targets.
- Develop and execute procedures guaranteeing safety.
- Monitor and continually evaluate any risks identified.
- Provide appropriate PPE and training.
- Communicate this policy and encourage behaviour that upholds this policy.
- Assist employees with work related injuries.
- Include HSE performance in the appraisal of employees.

Employee's responsibilities are to:

- Ensure their own personal health and safety, and that of others in the workplace.
- Fulfil the reasonable directions (such as safe work procedures, wearing personal protective equipment) given by management for health and safety.

We expect visitors and contractors to follow the health and safety requirements of Mac Group and main contractors.

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ENVIRONMENTAL POLICY

At the Mac Group, we are committed to sustainability and industry best practice in environmental performance. Protecting the environment is the responsibility of every employee in the organisation. Mac Group is committed to sustainable construction and to minimising any adverse impact on the environment resulting from our business activities.

To deliver this commitment we will:

- Manage environmental risks and, wherever practicable, eliminate the potential for adverse environmental impacts.
- Minimise potential or actual effects using considered methods.
- Confirm effects using continual monitoring and improve anticipated outcomes by adopting controls and methods for continuous improvement.
- Regularly review and report on our environmental performance.
- Develop an open and transparent working relationship with regulatory authorities.
- Observe Accidental Discovery Protocols.
- Comply with all consent conditions and relevant environmental legislation, regulations, standards, and codes of practice.
- Promote environmental awareness across all our organisation functions.

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