



As a group of businesses that specialise in Invasive Vegetation Services, Aquatic Restoration and Arboriculture Works, we are committed to the effectiveness and continual improvement of our integrated management of Occupational Health & Safety, Environment and Quality.

We have implemented an integrated management approach to provide a framework for managing Occupational Health & Safety, Environment and Quality risks and opportunities. The aims and intended outcomes of the integrated management approach are:

Occupational Health & Safety

Aim: Prevent work-related injury and ill health to workers and to provide safe and healthy workplaces, by eliminating hazards and minimising Occupational Health & Safety risks by taking effective preventive and protective measures.

Intended Outcomes:

- Continual fulfilment of our Occupational Health & Safety legal and other requirements
- Continual improvement of our Occupational Health & Safety performance

Environment

Aim: Protect the environment by preventing or mitigating adverse environmental impacts associated with our activities, mitigate the potential adverse effect of environmental conditions we face and incorporate life-cycle thinking into our services and day-to-day activities.

Intended Outcomes:

- Continual fulfilment of our Environmental legal and other requirements
- Continual improvement of our Environmental performance

Quality

Aim: To instil the Quality Management Principles into our Organisation (Customer focus; Leadership; Engagement of people; Process approach; Improvement; Evidence-based decision making; Relationship management).

Intended Outcomes:

- Consistent provision of products and services that meet customer and applicable statutory and regulatory requirements
- Continual enhancement of customer satisfaction

We maintain accredited certification for:

- ISO 45001 Occupational Health & Safety
- ISO 14001 Environmental Management
- ISO 9001 Quality Management

We demonstrate the required leadership and commitment by:

- Taking overall responsibility and accountability for the effectiveness of the integrated management system
- Taking overall responsibility and accountability for the prevention of work-related injury and ill health as well as the provision of safe and healthy workplaces and activities
- Ensuring that Occupational Health & Safety, Environmental and Quality objectives are established and compatible with the strategic direction and the context of the Organisation
- Ensuring the integration of Occupational Health & Safety, Environmental and Quality requirements into the Organisation's business processes
- Ensuring that the resources needed to establish, implement, maintain and improve the integrated management system are available
- Communicating the importance of effective management and conforming to Occupational Health & Safety, Environmental and Quality requirements
- Ensuring the integrated management system achieves its intended outcomes
- Directing and supporting persons to contribute to the effectiveness of the integrated management system
- Promoting the use of the process approach and risk-based thinking
- Promoting and ensuring continual improvement
- Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility
- Developing, leading and promoting a culture in the Organisation that supports the intended integrated management system outcomes
- Protecting workers from reprisals when reporting incidents, hazards, risks and opportunities
- Ensuring the Organisation establishes and implements a process(es) for consultation and participation of workers
- Supporting the establishment and functioning of committees to address Occupational Health & Safety, Environmental and Quality risks and opportunities

Nick Hartley

Group Managing Director

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