

## 2.1 Health Safety and Environment Policy

Constructive Solutions provides a range of services including Project Management and Design of Civil Infrastructure, Environmental Engineering, Civil Engineering, Facilitation, and the development of Integrated Management Systems (Quality, Safety and Environmental).

The physical and mental welfare of our workers and the public is the priority of Constructive Solutions. We believe that all accidents are preventable, and that good health & safety is good business. Similarly, we have the opportunity to protect and enhance the environment through some of our works and to set a good example of ethical and responsible environmental behaviour in our works.

Our approach to Health, Safety and the Environment (HSE) is based upon communication, consultation, learning and continual improvement.

The HSE Policy demonstrates a commitment to:

- Eliminate hazards.
- Comply with all legislative and contract requirements related to HSE.
- Provide a safe, healthy, and sustainable work environment, and where applicable, comply with our clients HSE requirements.
- Actively supporting the wellbeing of workers via processes to identify mental health concerns and by providing mechanisms to support the management of these.
- Ensure that HSE is an integral part of management accountability and that HSE considerations are not compromised by other business objectives.
- Ensure that systems are in place to effectively manage and maintain compliance with HSE, including the development and implementation of an Integrated Management System (IMS) in accordance with the legislative requirements and ISO 45001 and AS/NZS ISO 14001.
- Implement risk management processes to ensure health and safety hazards and environmental aspects and impacts are properly identified, risk assessed and managed.
- Ensure that all work activities are carried out by competent, suitably trained people, and to provide appropriate training where necessary.
- Communicate and consult regularly with all staff and sub-contractors on HSE matters.
- Ensuring that company vehicles purchased for our employees have an ANCAP 4 star rating or higher.
- Systematically undertake management reviews and audits of our IMS, analyse and respond to the results of these reviews and audits, and seek continual improvements to our processes and their effective implementation.
- A work environment free from bullying and harassment, including sexual harassment.
- Implement risk management practices to ensure physical and mental health and safety of all workers.
- Establish HSE performance objectives. These are set out in an IMS Objectives Framework.

**Signed:**



**Name:** Stephen O'Rourke

**Position:** Director

**Date:** 4 June 2024