

Quality, Health, Safety & Environment (QHSE) Policy – Integrated Management System (IMS)

Stilmark strives to deliver telecommunications infrastructure and service projects across the public and private sectors with passion, experience, expertise, and innovation. We aim to provide our clients with services and products that:

- Achieve, and where possible, surpass industry standards and best practice for Quality, Health, Safety & Environmental management.
- Satisfy, and where possible, exceed the requirements and expectations of clients, statutory authorities, employees, interested parties and the communities in which we operate.

Stilmark has established the HSE Due Diligence Framework to maintain knowledge and understanding of its legal compliance with regards to Quality, Health, Safety and Environmental requirements. An annual external audit program is conducted to evaluate our compliance with the legal requirements in accordance with ISO 9001:2015, ISO 14001:2015 and AS NZS ISO 45001:2018

Stilmark management is committed to:

- Ensuring Quality, Occupational Health & Safety (OHS) and Environmental management principles are included in all organisational activities.
- Providing a safe working environment for employees to eliminate or reduce the risk of work-related injuries and serious illness.
- Authentic leadership – our leaders hold themselves and others to account to our QHSE values and behaviours and are encouraged to challenge the status quo to improve our risk control strategies.
- Encouraging employee participation in all Quality, OHS & Environmental matters through consultation and participation across all entities and through the Stilmark Health, Safety & Environment Participative Leadership Committee.
- Effective governance – data generation and review mechanisms to identify major risk areas across our business, independent audits conducted regularly by external experts to assess our compliance levels.

- Providing sufficient resources to make certain that Quality, OHS and the Environment are a central part of the organisation and ensuring specific QHSE roles and responsibilities are specified in all position descriptions, clarifying accountabilities.
- Establishing, maintaining, and monitoring measurable objectives and targets to drive continued improvement.
- Consulting with employees and other interested parties to improve decision-making on Quality, OHS & Environmental matters.
- Working closely with our supply chain to improve consistency of their delivery skills and outcomes.
- Ensuring the needs and expectations of interested parties are included in our risk and opportunity process.
- Fostering knowledge and providing opportunities for our employees to develop their skills and recognising their talents.
- Promoting the use of innovative solutions, technologies, and construction methodology.
- Annually reviewing this policy for relevance.

Stilmark leadership is responsible for implementing, promoting, and maintaining the Integrated Management System (IMS) and responsible persons are to ensure their teams are aware of and fulfil their QHSE responsibilities according to this policy. We recognise that implementation will involve the effective training of personnel, to ensure they fully understand their responsibilities to comply with and monitor the IMS.

Quality

Stilmark is committed to providing high quality telecommunications services and products in accordance with community and agreed client expectations. Stilmark operates systematically to control and assure quality works and services through the achievement of organisational quality objectives, application of industry best practice and the continual improvement of the IMS. Our quality management system is aligned to the requirements of ISO 9001:2015.

Health & Safety

Stilmark recognises the hazards and risks associated with our works and services, and thus our overarching goal is to ensure the health and safety of all employees, workers, and visitors at every Stilmark workplace. We strive for continuous improvement in health and safety by constantly reviewing our commitment to prevent incidents and injuries. Our health

and safety management system is based on and compliant with the requirements of ISO 45001:2018, OHS legislation, Australian Standards, and industry best practice.

Environment

Stilmark aspires to be a sustainable and socially responsible organisation and is consequently committed to reducing all environmental impacts and aspects. We recognise that the activities, products and services associated with our business have both a direct and indirect impact on the environment, and thus we employ strategies integrated across all business functions, to prevent or minimise harm to the environment and, where possible, demonstrate a positive impact. Measurable objectives and targets have been developed to ensure continual improvement and minimisation of Stilmark's environmental impact. We will also seek out opportunities to partner and engage with leading organisations, industry associations and our supply chain to drive better environmental outcomes for a sustainable future. Stilmark's Environment Management System is based on the requirements of ISO 14001:2015.

This policy is applicable to all entities under the operations of Stilmark Holdings Pty Ltd.



Steven Butler
Chief Executive Officer
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