

Occupational Health & Safety Policy

The Management at Grounded Construction Group is committed to providing a healthy and safe place of work for all employees, contractors and other relevant interested parties involved with our business. Grounded specialises in remote Building and Construction projects Australia wide, including design & construction, installation, refurbishment and relocations.

Management recognises their moral and legal responsibilities under the *Work Health and Safety Act 2022* to provide a healthy and safe place of work for people involved in our operations.

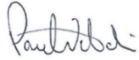
Occupational Health and Safety Objectives

The Management and employees at Grounded Construction Group are committed and will strive to:

- Prevent and eliminate work-related injuries and illnesses.
- Identify, assess and control workplace hazards and risks to provide a healthy and safe workplace.
- Develop procedures, processes and instructions to ensure safe systems of work are implemented and maintained.

As part of our Integrated Management System (IMS) we will:

- Require commitment and participation of all our employees, contractors and other relevant interested parties to this policy and occupational health and safety expectations where necessary.
- Train, educate, communicate and consult with employees, contractors and other relevant interested parties about this policy, IMS development and occupational health and safety expectations where necessary.
- Ensure that this policy is available to relevant interested parties.
- Define and meet objectives, by documenting and monitoring measurable occupational health and safety targets to ensure continued improvement aimed at the elimination of work-related injury and illness.
- Conduct regular management review meetings to ensure our IMS is reviewed and controlled appropriately.
- Report, investigate and apply corrective actions to all workplace incidents.
- Comply with statutory, regulatory and other requirements.
- Continually monitor and improve our health and safety performance and the effectiveness of our IMS.
- Conduct audits of key processes as part of our continual improvement commitment.
- Ensure our IMS is conformant and certified to ISO 45001:2018 Occupational Health and Safety Management Systems.
- Review this policy annually.



Paul Natoli
Managing Director
07.03.2023

Quality Policy

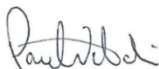
Grounded Construction Group is a privately owned business based in West Perth, offering quality project management services throughout Western Australia. Grounded specialises in remote Building and Construction projects Australia wide, including design & construction, installation, refurbishment and relocations. Our Management and employees are committed to providing high-quality products and services that meet and exceed our customers' expectations.

Quality Objectives – The Management and employees at Grounded Construction Group are committed and will strive to:

- Provide an exceptionally high-level of quality products and services to our customers.
- Manage our processes to maximise efficiency and productivity.
- Obtain customer feedback on our services and products, to ascertain that our goals and objectives are being achieved.

As part of our Integrated Management System (IMS) we will:

- Train, educate and communicate with employees, contractors and other relevant interested parties in regard to this policy and quality expectations where necessary.
- Ensure that this policy is available to relevant interested parties.
- Define and meet objectives, by documenting and monitoring measurable quality targets.
- Comply with statutory, regulatory and other requirements.
- Apply a Plan, Do, Check, Act methodology to our IMS.
- Continually monitor and improve our quality performance and the effectiveness of our IMS.
- Apply a risk-based approach within our systems, operations and processes.
- Conduct audits of key processes as part of our continual improvement commitment.
- Ensure our IMS is conformant and certified to ISO 9001:2015 Quality Management Systems.
- Review this policy annually.



Paul Natoli
Managing Director
07.03.2023

Environmental Policy

The Management at Grounded Construction Group are committed to minimising, where reasonably practicable, our impact on the environment for the benefit of current and future generations. Grounded specialises in remote Building and Construction projects Australia wide, including design & construction, installation, refurbishment and relocations.

Environmental Objectives

The Management and employees at Grounded Construction Group are committed and will strive to:

- Prevent pollution, minimise waste and protect the environment.
- Actively promote recycling both on our work sites and within our administration processes.

As part of our Integrated Management System (IMS) we will:

- Train, educate and communicate with employees, contractors and other relevant interested parties in regard to this policy and expectations towards protecting the environment where necessary.
- Ensure that this policy is available to relevant interested parties.
- Define and meet objectives, by documenting and monitoring measurable environmental targets consistent with this policy.
- Conduct regular management review meetings to ensure our IMS is reviewed and controlled appropriately.
- Report, investigate and apply corrective actions to all environmental incidents and non-compliances.
- Comply to environmental statutory, regulatory and other requirements.
- Document and mitigate all company environmental aspects and impacts where reasonably practicable.
- Conduct audits of key processes as part of our continual improvement commitment.
- Ensure our IMS is conformant and certified to ISO 14001:2015 Environmental Management Systems.
- Review this policy annually.



Paul Natoli
Managing Director
07.03.2022