

INTEGRATED MANAGEMENT SYSTEM POLICY

Sencova* has been leading the steel fabrication industry for more than 65 years. We are renowned for our quality, safety performance, and value. We are committed to protecting the environment.

Our goal is to ensure the delivery of the highest possible quality products and services and achieve the greatest possible customer satisfaction with every single client we work with.

In order to achieve this, we will:

- a. Maintain a safe workplace and promote the safety, health and welfare of all employees, customers and interested parties at all times, to ensure the prevention of work-related injuries and ill health.
- b. Identify, document, monitor, measure and continually improve the sustainability, quality, and safety of our business processes.
- c. Apply a risk management philosophy and practice that aims to identify and eliminate safety & environmental hazards and problems wherever possible, and where this cannot be achieved, implement appropriate control measures to manage the risk at a level that is as low as reasonably practicable;
- d. Set and assign achievable objectives and targets for safety, quality and environment, and measure and monitor our performance against these objectives and targets.
- e. Ensure ongoing compliance with all applicable legislation, regulations, mandatory guidelines, codes, standards, customer requirements and other relevant requirements which include;
 - ISO 45001:2018 - Occupational Health & Safety Management Systems
 - ISO 9001:2015 - Quality Management Systems
 - ISO 14001:2015 – Environmental Management Systems.
 - Work Health & Safety Act & Regulations.
 - Environmental Protection Act & Regulations
- f. Clearly define the roles, responsibilities, and accountabilities of all our team and provide them with industry and professional training as well as opportunities to advance their careers.
- g. Consult with, involve and encourage feedback from our customers, our team, the community and other stakeholders to assist us in continually improving our products and services, also we are committed to the consultation and participation of workers, and workers representatives.
- h. Provide sufficient and suitable resources to implement, maintain and continuously improve all aspects and impacts of our safety, quality & environmental performance, including the protection of the environment and the prevention of pollution.
- i. Effectively communicate the policy to all relevant stakeholders and interested parties and to review it at least annually for continuing suitability.

COMMITMENT TO HEALTH AND SAFETY, QUALITY, ENVIRONMENT AND CLIMATE CHANGE

We are committed to identifying, assessing, and controlling the impacts of climate change on our operations and employees, and to reducing the negative effects of our activities on the environment, in alignment with sustainable practices.

We recognize the potential risks and opportunities presented by climate change, including extreme weather events, temperature variations, and shifting regulatory frameworks. We will integrate these considerations into our risk management processes and decision-making.



We will take proactive steps to mitigate the health and safety risks associated with climate change, such as implementing measures to protect employees from extreme heat, flooding, or other climate-related hazards.

We will ensure that climate-related risks to employee safety and well-being are assessed, and that preventive actions and protective measures are taken to minimize those risks. This includes providing training, protective equipment, and appropriate work practices.

We are committed to complying with all relevant climate-related legal and regulatory requirements, including those pertaining to quality, occupational health and safety, environmental sustainability, and climate adaptation.

We will promote climate change awareness among all employees, fostering a culture of sustainability and climate-consciousness in every aspect of our operations.

We will incorporate climate-related risks into our emergency preparedness and response plans, ensuring that employees are trained to handle extreme weather events or other climate-induced incidents.

We urge all staff to embrace this policy strive to constantly improve and find safer and healthier ways of meeting our clients' requirements.

A handwritten signature in black ink, appearing to read 'Jane Raspotnik', located below the text.

Jane Raspotnik
Joint Managing Director
21 January 2025

