

HEALTH AND SAFETY POLICY



Red Earth Engineering is a civil engineering company that conducts design and engineering work for our clients whose projects are mainly based within Australia. We are committed to providing safe and healthy work conditions and eliminating work related injury and illness of all personnel (our employees and subcontractors).

This commitment is supported by our culture and values as well as our passion for excellence and building relationships with our customers and other stakeholders.

Our guiding principles are:

- Collaboration between all personnel and customers to eliminate hazards by proactively managing health and safety related risks.
- Establish health and safety objectives and targets that drive continual improvement in our performance
- Deliver on our health and safety responsibilities and ensure all personnel are equipped and trained toward achieving zero harm
- Ensure sustainable performance through long term, mutually beneficial relationships with our personnel, customers and other stakeholders.

How our objectives will be achieved:

- Holding all personnel accountable for implementation of health and safety requirements.
- Ensuring all personnel understand their role and visibly demonstrate commitment to our objectives and targets
- Complying with all applicable health and safety legal and other requirements
- Continually improving and maintaining our health and safety management system
- Commitment to consultation and engagement with our personnel on health and safety related matters.
- Reviewing and monitoring our performance and taking action on non-conformance
- Empowering all employees to stop any activity if they believe it to be unsafe

Red Earth Engineering shall provide the time and resources necessary to implement this policy and shall work toward the continual improvement of our health and safety performance.

ENVIRONMENTAL MANAGEMENT POLICY



Red Earth Engineering is a civil engineering company that conducts design and engineering work for our clients whose projects are mainly based within Australia. We recognise that the outcomes of our work can have significant environmental impacts and that as engineers we have a wider stewardship role to play. We are committed to avoiding and/or minimising our environmental impacts and preventing pollution.

We believe that preserving our environment for future generations must be a key focus of all our projects. We recognise that the adoption of leading practices in relation to environmental management delivers benefits to all stakeholders.

Our guiding principles are:

- Communicate and promote ongoing improvement in environmental performance and practice proactive environmental risk management
- Consider potential environmental impacts and risks of our work and proactively minimise environmental impacts in all areas of our business
- Implement measures to minimise our carbon emissions, our consumption of water, energy and consumables and reduce our waste generation
- Develop a deep commitment among our employees to our environmental objectives, seek innovative and sustainable solutions
- Build mutually beneficial relationships with our customers and other stakeholders to ensure our environmental objectives align
- Endeavour to understand the needs and expectations of our customers and other stakeholders and consider these in our work.

How our objectives will be achieved:

- Holding all personnel accountable for implementation of environmental requirements
- Ensuring all personnel understand their role and visibly demonstrate commitment to our objectives and targets
- Complying with all applicable environmental, legal and other obligations
- Continually improving our environmental management system
- Reviewing and monitoring our performance and acting on non conformance
- Commitment to consultation and engagement with our personnel on environmental related matters

Red Earth Engineering shall provide the time and resources necessary to implement this policy and shall work toward the continual improvement of our environmental performance.

QUALITY POLICY



Red Earth Engineering is a civil engineering company that conducts design and engineering work for our clients whose projects are mainly based within Australia. We are committed to consistently working toward exceeding our customers' expectations by continually improving the service we provide.

This commitment is supported by our culture and values as well as our passion for excellence and building relationships with our customers and other stakeholders.

Our guiding principles are:

- Collaboration with customers to proactively manage the risks related to the services we provide
- Establish objectives and targets that drive continual improvement in our performance
- Deliver on our responsibilities and ensure all personnel are equipped and trained to succeed
- Identify opportunities to innovate in the engineering services we provide and the work we deliver
- Ensure sustainable performance through long term, mutually beneficial relationships with our personnel, customers and other stakeholders.

How our objectives will be achieved:

- Holding all personnel accountable for the quality of our engineering services
- Ensuring a robust review process of all the work we undertake
- Ensuring all personnel understand their role and visibly demonstrate commitment to our objectives and targets
- Complying with all applicable legal and other requirements
- Continually improving and maintaining our quality management system
- Reviewing and monitoring our performance and taking action on non-conformance
- Commitment to consultation and engagement with our personnel on quality related matters.

Red Earth Engineering shall provide the time and resources necessary to implement this policy and shall work toward the continual improvement of our engineering services and the work we deliver.