1. Obligation

Dy-Mark (Aust.) Pty Ltd (**Dy-Mark**) identifies and communicates the responsibilities of the QHSE Management System (QHSE MS) throughout all key business functions and teams in order to meet and exceed the needs and expectations of internal and external stakeholders.

Internal and external risks and opportunities are identified and reflected in the business strategies, goals and operations. Dy-Mark adheres to current industry-related legislation and complies with relevant Australian and international standards and specifications to ensure high-quality products and services are delivered aligned with safe and environmentally sustainable best practices.

2. Scope

QHSE Policy applies to Dy-Mark including its controlled entities. Key business functions, process departments, work units, Dy-Mark teams and individuals, providers, off-site duty holders, contractors and visitors are subject to the QHSE Policy.

3. Objectives

3.1. Quality

- Identify, understand, manage, and communicate internal and external stakeholders' needs and expectations.
- Establish risk and process approaches throughout the key business functions and operations.
- Establish process and procedure controls to ensure consistency and high-quality outcomes.
- Implement QHSE performance evaluation and continual improvement processes.
- Comply with industry-related legislative and standard quality requirements.
- Establish QHSE MS leaders across the business supported with effective training programs.
- Enhance partnership relationships with all providers to ensure quality from the source.
- Establish non-conformance and customer focus processes to drive continual improvements.
- Establish internal and external audit programs.
- Implement QA/QC Plans to control internal non-conformance and prevent external non-conformance.
- Ensure the quality of the finished products throughout the product supply chain.
- Establish measurable quality performance objectives and targets aligned with continual improvements.
- Establish Quality Teams empowered with authority and accountability.

3.2. Occupational Health and Safety

- Develop and implement Health, Safety and Wellbeing into HSE strategic plans.
- Identify and eliminate OHS hazards or mitigate OHS risks associated with hazards to an acceptable level.
- Prevent injury and illness and promote optimal health and wellbeing.
- Comply with relevant legislative requirements and industry-related standards.
- Provide an accessible and user-friendly tool for reporting hazards and incidents.
- Provide adequate resources as determined by the nature and scale of the business operations.

- Establish occupational health and safety risk management processes.

- Emphasise accountability and commitment of MS leaders at all levels against their actions to the health, safety and wellbeing of the company staff, contractors and visitors.

- Build competent and empowered teams to take HSE responsibilities.

- Continually challenge work environment and safe planning of workplace activities.

- Engage stakeholders and establish effective communication to support HSE goals.

- Recognise positive outcomes and innovation as strong indicators of proactive performance.

- Establish measurable OHS performance objectives and targets aligned with continual improvements.

- Establish OHS awareness and training throughout the organisation.

3.3. Environment

- Develop and implement Environmental aspects into Health and Safety strategic plans.

- Identify and eliminate environmental hazards or mitigate environmental risks associated with hazards to an acceptable level.

- Take all reasonable steps to minimise any impact from acts or omissions from the business operations.

- Comply with relevant legislation and industry-related regulations and standards.

- Take all reasonable steps to prevent damaging pollution and prohibit environmental harm.

- Utilise recycled products and materials wherever deemed practicable and environmentally beneficial.

- Engage providers and stakeholders where practicable and environmentally beneficial.

- Ensure all necessary plans, policies, procedures, and programs are implemented effectively.

- Establish measurable environmental performance objectives and targets aligned with continual improvements.

- Establish environmental awareness and training throughout the organisation.

4. Roles and Responsibilities

- **Directors** are responsible for:
  - Reviewing and approving the QHSE Policy.
  - Allocating required resources for QHSE MS implementation.
  - Drawing the QHSE strategies and goals.
  - Reviewing the effectiveness of the QHSE MS implementation and committing to continual improvements.

- **Executive Team** is responsible for:
  - Reviewing the effectiveness of the QHSE MS implementation and committing to continual improvements.
  - Allocating required resources to embed QHSE MS into business functions and operations.
  - Monitoring the organisational internal/external risks, stakeholders' needs and expectations, and required actions.
  - Reviewing and monitoring the QHSE MS performance indicators and committing to continual improvements.
  - Ensuring QHSE MS authorities, responsibilities and accountabilities are allocated, communicated, and maintained across business functions and operations.
  - Reflecting QHSE Policy and QHSE MS requirements into the executive operations.

- **Managers** are responsible for:
  o Implementing and disseminating QHSE responsibilities of employees and stakeholders under their control and/or influence.
  o Enhancing awareness of QHSE MS requirements and responsibilities and implementing control measures.
  o Reflecting the QHSE Policy in key business functions, operations, and activities under their control.
  o Ensuring all employees, under their area of control, maintain and reflect the QHSE Policy in their daily tasks and processes.

- **Senior HSE Manager and QA Manager** are responsible for:
  o Ensuring the QHSE Policy is implemented and maintained across business functions and departments.
  o Updating, maintaining and communicating the QHSE policy as per the company strategic directions and stakeholder needs and expectations.
  o Establishing internal and external audit programs and communicating results to the relevant stakeholders.
  o Ensuring the ongoing effectiveness of QHSE MS results and reporting outcomes to the Executive Team.
  o Leading the QHSE MS processes across the business functions and operations.
  o Leading the Organisational Risk Management process and reporting outcomes to the Executive Team.
  o Leading the QHSE training programs.
  o Coordinating QHSE-related training and consultation with the Management Team.
  o Monitoring and reviewing the compliance practices and QHSE performance across the business functions.
  o Ensuring external providers meet the QHSE Policy and MS requirements.

- **Supervisors, Team Leaders, and All Employees** are responsible for:
  o Monitoring and reviewing operational activities, QHSE risks, control measures and improvements.
  o Participating and facilitating required QHSE activities in areas under their control.
  o Participating in developing operational procedures, SOPs, and work instructions.
  o Maintaining QHSE requirements (legislative and standard requirements) at operational activities.
  o Following standard procedures and work instructions.
  o Ensuring that QHSE culture is maintained and QHSE is everyone's responsibility.
  o Reporting any non-conformances to the direct supervisors.

5. Consultation

Dy-Mark is committed to consultation with all organisation levels, including Directors, Executives, Managers, Supervisors and Team Leaders, Frontline Employees, Providers, and Stakeholders. The QHSE MS promotes teamwork throughout the Plan-Do-Check-Act operation cycle to achieve the best outcomes and reflect Dy-Mark's strategic directions, goals and QHSE MS processes.

Policy Authorised By: *Ben Gillespie* and *David Griffin*, Company Directors

Date: 1st January 2023