

2.2 Quality Policy

The management team of Birdon and all its employees are committed to the quality of our products and services and our stated quality objectives.

We strive to achieve the industry's leading position in quality of our products and services;

We will maintain a quality management system to meet requirements of the ISO 9001:2015 standard;

We will exercise risk based thinking to support our processes;

We will continually improve the level of customer satisfaction;

We will plan and implement actions to address risks and opportunities;

We will integrate system requirements into our processes;

Our employees will recognise Birdon as the best company to work for;

We will develop and promote a culture of continuing improvement of our products and services and quality management system; and

The management team will periodically review the performance of the quality management system and our quality objectives to ensure their effectiveness and continuing suitability.



Jamie Bruce, CEO

2.3 WHS Policy

Birdon is committed to providing a safe working environment at all of our workplaces, and to continually improve our work health & safety performance.

This is achieved through:

- Complying with statutory requirements, codes, standards and guidelines;
- Setting up measurable objectives and targets with the aim of eliminating work related incidents in relation to our activities, products and services;
- Defining roles and responsibilities for work health and safety strategies;
- Ensuring work health and safety management principles are included in all organisational planning activities;
- Providing ongoing education and training to all of our employees;
- Consulting with employees and other parties to improve decision-making on work health and safety matters;
- Ensuring incidents are investigated with lessons learnt within the organisation; and
- Distributing work health and safety information, including this policy, to all employees and interested parties.



Jamie Bruce, CEO

2.4 Environmental Policy

Birdon Pty Ltd operates in close proximity to sensitive environments, including freshwater ecosystems, estuarine areas and marine systems and we recognise that we hold a significant environmental responsibility. Birdon is committed to protecting these systems and the broader environment from pollution and to minimising the environmental impact of our operations.

This commitment applies to all of Birdon's operations, including:

- the facility at Port Macquarie;
- marine vessel construction;
- marine vessel repair and maintenance;
- the safe dismantling and disposal of vessels, machinery and equipment;
- operation of ferries and other vessels;
- dredging and associated sediment and similar materials handling; and
- remediation of soils and sediments.

To sustain this commitment, Birdon will take the following actions.

- Systematically manage the environmental aspects of our operations through the implementation and maintenance of an Environmental Management System based on ISO 14001:2015.
- Understand the context of the organization
- Identify the risk and the opportunities
- Integrate environmental considerations into project planning and decision making.
- Comply with legislation, regulations, standards, codes of practice, guidelines, and other requirements that apply to the environmental aspects of our operations.
- Monitor and review operations regularly to achieve a cycle of continual improvement in our environmental performance.
- Promote a culture of environmental responsibility.

All Birdon employees and contractors accepting work with Birdon, are committing to operate in accordance with this Environmental Policy.


Jamie Bruce, CEO