



Quality Policy

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

- We strive to achieve the industry's leading position in quality of our products & services.;
- We will maintain a quality management system to meet requirements of the ISO 9001: 2008 standard;
- We will continually improve the level of customer satisfaction;
- Our employees will recognize Birdon as the best company to work for;
- We will develop and promote a culture of continuing improvement of our products and services, and our management systems; 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.

A handwritten signature in blue ink, appearing to read "JB", is written over a horizontal line.

Jamie Bruce, CEO

Work Health & Safety Policy

At Birdon, a commitment to occupational health & safety is part of the business.

This is achieved through:

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



Jamie Bruce, CEO

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:

- marine vessel construction;
- marine vessel repair and maintenance;
- the safe dismantling of vessels, machinery and equipment;
- 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 14001:2004.
- Integrate environmental considerations into project planning and decision making.
- Comply with legislation, regulations, standards, guidelines, codes of practice and other requirements that apply to the environmental aspects of our operations.
- Annually set environmental objectives and targets and commit resources to achieving them, to prevent pollution and to minimise our environmental impact.
- Monitor and review operations regularly to achieve a cycle of continuous 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

INTEGRATED MANAGEMENT SYSTEM (IMS)

POLICY STATEMENT

Birdon's Integrated Management System (IMS) is designed to meet the requirements of the following standards:

- AS/NZS 4801: 2008 Occupational Health and Safety
- AS/NZS 9001: 2008 Quality Assurance
- AS/NZS 14001: 2004 Environmental
- AS/NZS 31000: 2009 Risk Management

To achieve this we shall:

- comply with current legislation, and applicable health, safety & environmental regulatory controls
- monitor and improve customer service by seeking feedback from customers;
- set and review objectives and targets through consultation and communication at all levels;
- conduct operations in a manner that prevents pollution; and
- continually identify, measure, mitigate & evaluate the effectiveness of company controlled risks.

The Senior Management Team is fully committed and shall support a process of continual improvement within all areas of the Integrated Management System through annual review.



Jamie Bruce, CEO