

Introduction

Phoenix Civil & Earthmoving (PCE) recognises that to achieve our mission, values, strategic objectives and targets, this policy is endorsed to ensure our intention, principles, and approach is clear to all stakeholders.

PCE is subject to a wide range of internal and external factors, and with varying degrees of predictability and risks.

Forward planning, careful day-to-day operational management, and an acute sense of accountability by the PCE Company Office Holders, Top Management, Workers, and the control of vendors contributes to limiting potentially harmful impacts on the business and its operations, to assure overall business sustainability. Whilst it is recognised that PCE's influence on the impact of some internal and external factors such as natural disasters and the state of the national economy or pandemics can be minimal, good contingency plans for effective response is still expected.

Intentional Purpose

This policy along with supporting PCE management systems, resources, and protocols intentionally establishes our commitment to the effective management and the expected approach to Business Values, Strategy & Sustainability, in alignment to the principles herein that are expected to be embedded into all aspects of our business behaviours and activities.

Principles

PCE is committed to encompass in our behaviours and activities the following principles that are essential to our way of business:

- **PCE's Vision – Operational Success** – Signifies our aspiration to be a leading service provider of choice within the Civil, Earthmoving and transport mining, construction, and industrial services sectors, giving rise to our vision of mutual success for our customers, people, and stakeholders.
- **PCE's Mission** – To provide our customers with quality outcomes and inputs of high-quality service and support mechanism; in a safe, healthy, environmentally responsible, positive environment to ensure our mutually beneficial long-term sustainability & growth. – Signifies our aim to always provide high quality outcomes and inputs that support and exceed our customer, employees, and other stakeholders' expectations.
- **PCE's Values – Teamwork, Family, Integrity, Versatility and Enterprising** – Our Values underpin all of our PCE actions and behaviours that are the way we do business.
- To achieve our Vision and Mission in alignment to our Values, there are four overarching PCE **Business Objectives – Value Creation, Sustainability, Quality, and Productivity** – Realised through our business and other strategies that clearly define PCE break-down objectives and targets to enable effectiveness evaluation in achieving our Vision.
- Solid company governance ensures solid foundations for PCE Company Office Holders, and Top Management oversight via a resourced organisational structure that adds value, and permits decision-making that is ethical, responsible, and controlled to ensure performance outcomes and reporting is safeguarded with integrity, whilst all foreseeable business risk aspects are effectively managed.
- PCE will develop, implement, review, and modify its necessary Business Strategies periodically to ensure efficacy in business planning, continuous improvements, and long-term business sustainability and growth of PCE and its stakeholders.
- Contingency planning for known and unknown (beyond what is normally foreseeable) events will be undertaken on an ongoing basis to ensure business continuity, as well as identifying both risks and opportunities for PCE.

Approach

The PCE approach taken to meet our intentional purpose and principles of this policy is to effectively develop, implement, and maintain as part of our Integrated Management System (IMS) and other requirements the following:

- The *PCE-WHSEQ-PL-CHA-01 _ 0 Organisation Chart Structure* establishes the necessary human resource structure and accountabilities, which are supported by applying the *PCE-WHSEQ-LE-POL-01 V1- Work Health Safety Environmental and Quality Policy*.
- The PCE-WHSEQ- LE-ST-01-Business Objectives, Targets & Strategy Standard provides what the detailed PCE Business Objectives, Targets, and Strategic processes that undertaken to achieve success.
- *The PCE-WHSEQ-ECR-ST-01_0 Emergency mgmt + crisis recovery Standard* that encompasses what the emergency response and business contingency requirements are to enact in the event of emergency or crisis events.

Signed:*Palmer*.....

Jeremy Palmer

Director

Date: 12 August 2024