
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 has an integrated approach to the areas of Governance, Risk Management & Compliance (GRMC) as PCE seeks to ensure that it acts ethically in accordance with its risk appetite, internal policies and external regulators using synergies across strategy, processes, technology, and people.

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 GRMC, 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:

- The IMS is to be established by Top Management of PCE in alignment to business needs by applying the risk management principles of ISO 31000:2018 to assure applicable legal duties and obligations are met, and all PCE business risks are controlled to an acceptable level.
- PCE office holders and top management are accountable for governance, operational planning, the integrity of performance reports, and management control to assure effective development and application of the IMS, and the effective application and promotion of ethical and responsible decision-making aligned to the PCE Vision and Values that drive our Business Strategy.
- All workers have a duty to comply with any reasonable instruction or direction given by PCE.
- Workers and people at the workplace have a legal duty to take reasonable care for their own health and safety, and to ensure their acts or omissions do not adversely affect the health and safety of others.
- All PCE office holders, management and workers shall make decisions using an ethical and risk-based approach to identify and control workplace health, safety, environment, quality, financial and other business risks and impacts to manage risks and seize opportunities that aim to meet business objectives and targets.
- All Contractors to PCE shall be subject to a pre-qualification and control process to ensure their commitment to compliance with the minimum PCE IMS requirements applying to work scope.
- All work conducted for or on behalf of PCE is undertaken on the engagement and/or employment condition of compliance with the minimum requirements of all Policies, Standards, Plans, Procedures, Safe Work Method Statements, Standard Work Instructions, and other requirements of the PCE IMS.
- PCE gives the right of entry by worker representatives/regulators and does not refuse or fail to comply with legal obligations to provide information/comply with a notice/instruction issued.

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 IMS is established and fundamentally based on business needs driven by the requirements and application of, PCE-WHSEQ-HRM-ST-01_0 Hazard + risk mgmt std, and PCE-WHSEQ-LC-STD-02_0 Legal Compliance Standard. The PCE IMS shall be followed by all workers, subcontractors and suppliers as the minimum governing compliance requirements when working for or with PCE.
- The IMS includes a PCE-WHSEQ-PL-MP-01_0 aligned to the principles in ISO 45001:2018, AS/NZS 4801:2001 and ISO 14001:2015, outlining the overarching plan and requirements to eliminate health, safety and environmental risks/ impacts so far as reasonably practical.
- Where not reasonably practicable to eliminate those risks/ impacts they will be minimised so far as reasonably practical using one or a combination of the hierarchy of controls.

Jeremy Palmer- Director

Endorsement Date: 12 August 2024

