

Quality policy statement

The Soil Conservation Service seeks to be the most trusted provider of practical high-quality projects in environmental rehabilitation and conservation earthworks.

We are committed to continual improvement across all areas of our business and maintain a certified Integrated Management System (IMS) that complies with ISO 9001:2015 Quality Management System.

We work to:

- deliver consistently superior commercial projects
- generate superior levels of customer, staff and stakeholder satisfaction
- collaborate and innovate
- meet state outcomes and enhance our environmental legacy

We are committed to:

- providing leadership in environmental construction and consulting services that rehabilitate and improve degraded environments
- utilising a highly experienced and knowledgeable team to build practical and innovative solutions that enhance local environments
- connecting with local communities, suppliers, and networks
- helping to set industry standards in the areas in which we operate
- regular performance measurement, monitoring, analysis and communication



Our key business objectives are to:

- retain, grow and delight our customers with every interaction
- be a profitable and efficient business which reinvests appropriately
- have simple modern systems that drive innovation and high-quality delivery
- provide a safe, diverse workplace with can-do talent and engaged people

Our key quality objective is business-wide compliance with all components of our IMS.

This commitment to quality is shared by all members of our team.

Tim Ferraro
Executive Director
Soil Conservation Service
27 July 2023

Work health & safety policy statement

The Soil Conservation Service is committed to the health, wellbeing and safety of our employees and of other people who may be affected by our operations.

We pursue Work Health and Safety leadership and best practice.

Safety is our highest priority regardless of project difficulty, cost or urgency.

We implement and maintain a certified Integrated Management System compliant with ISO 45001:2018 Work Health and Safety Management System and are committed to:

- safety leadership
- complying with all relevant WHS legislation including the Work Health and Safety Act 2011 (NSW) and the Work Health and Safety Regulations 2017 (NSW)
- continually improving our Integrated Management System and safety culture through regular audits, reviews, improvement requests and lessons learnt
- proactively identifying hazards and controlling risks in the workplace and reporting all incidents
- providing employees with appropriate training and resources to improve safety culture and allow them to safely perform their jobs
- rehabilitating injured workers with early return to work
- consulting with employees on WHS issues including communication of incidents, safety alerts and workplace safety shares



Our key safety objectives are:

- provide a safe, diverse workplace with can-do talent and engaged people
- continually improve safety culture and performance
- a zero lost time injury rate
- report 100% of incidents within 24 hours
- investigate WHS incidents within 7 days

We review and revise our safety objectives at least annually. These are published and communicated to all relevant people. The data generated by our regular Integrated Management System audits, surveys and the WHS incident reporting system is used to continually monitor these objectives.

The Soil Conservation Service's commitment to achieve the highest level of safety is shared by all members of our team and we require all subcontractors, suppliers and visitors associated with our operations to abide by this policy.

Tim Ferraro
Executive Director
Soil Conservation Service
27 July 2023

Environmental policy statement

The Soil Conservation Service seeks to be the most trusted provider of practical high-quality projects in environmental rehabilitation and conservation earthworks.

We maintain a certified Integrated Management System (IMS) compliant with ISO 14001:2015 Environmental Management System and work to:

- deliver consistently superior commercial projects
- generate superior levels of customer, staff and stakeholder satisfaction
- collaborate and innovate
- meet state outcomes and enhance our environmental legacy

We are committed to:

- creating a better natural environment
- delivering projects which seek to meet or exceed environmental requirements outlined in relevant legislation, industry standards and best practices, contractual requirements, and government and corporate policy

Our key environmental objectives are:

- continual reduction in the use of resources
- continual reduction in emissions to land, air and water
- zero reportable environmental incidents
- full compliance with on-site environmental controls and legislative requirements such as preventing discharges to land, air and water and implementing requirements of Reviews of Environmental Factors, development consents and licences



To support these objectives we:

- conduct an annual environmental review to assess impacts and reduce our environmental impact
- consider environmental impact during planning and decision-making processes
- immediately respond to, and report onsite environmental incidents
- dispose of all waste in appropriately licensed facilities
- respect neighbours by minimising waste, dust and noise
- encourage feedback from staff on environmental risks and initiatives via the IMS Improvement Request and Lessons Learnt procedures
- continually improve through regular audits and reviews of our IMS including the Environmental Aspects Table

The Soil Conservation Service's commitment to the environment is shared by all members of our team.

Tim Ferraro
Executive Director
Soil Conservation Service
27 July 2023