



## Introduction

Tutt Bryant Group Limited (TBG) capability and its sustainability can be affected by expected and unexpected factors that can be internally or externally triggered. Forward planning, careful day-to-day management, and an acute sense of responsibility by the board, managers, staff and workers will contribute to lessening harmful impacts on business operations, work routine, and TBG's sustainability. TBG's influence on the impact of external factors such as the state of the national economy or natural disasters is recognised as minimal, however good contingency planning is still expected.

## Purpose

This policy along with the TBG Constitution, Corporate Charters, and the TBG Integrated Management System (IMS) are in place for TBG to continually improve business performance through striving to achieve the business objectives, whilst upholding TBG core values. Additionally, TBG implements business strategic planning processes with the aim of continual improvement, risk mitigation, and contingency planning for sustainability.

## Principles

To meet our above stated policy purpose, TBG is committed to the following principles that will be embedded into all operational aspects of TBG business, and in the TBG Integrated Management System (IMS);

- TBG principally exists for stakeholder profitability, however customer service, productivity and retention, continuity and sustainability are all business objectives that are sought in the achievement of profit.
- Our vision is to be a leading supplier and service provider of choice within the construction and industrial equipment sector in Australia and surrounding areas.
- TBG is driven to achieve its business objectives through upholding Core Values that encompass the TBG board and our people are highly motivated, committed to zero harm, value for customer focused, innovative, socially and financially responsible, goal orientated, and operate with the highest standards of integrity and ethical behaviour.
- Good corporate governance ensures solid foundations for management oversight, board and management structures add value, decision-making is ethical and responsible, financial reporting is safeguarded with integrity, and all foreseeable risk aspects are managed.
- As a condition of employment and engagement, all Board Members, Directors, Officers, Managers, Staff, Employees and Contractors must and actively commit to the Business Objectives, Core Values and Business Strategies in all aspects of business activities, including relationships and dealings both within and outside of TBG.
- As a condition of employment and engagement, all Directors, Officers, Managers, Staff, Employees, Vendors and visitors must comply with TBG Integrated Management System (IMS) requirements relevant to their tasks and activities and work areas.
- TBG mission will be to provide a comprehensive mix of safe, reliable and high-quality construction and industrial equipment and services to support our customers, deliver sustainable returns to our shareholders and offer enriching careers to our people.
- Effective strategic planning drives business continual improvements and contingency plans.

## Approach

To meet the requirements of this Policy, TBG will implement:

- The TBG founding Constitution and Board-level Corporate Charters.
- [TBG-BPO-STD-001 Business Objectives, Values and Strategy](#) Standard that outlines TBG Objectives, Core Values and Business Strategy processes in addition to TBG's approach to corporate governance.
- [TBG-RMQC-STD-006 Emergency and Crisis](#) Standard that outlines TBG contingency and emergency response processes in the event of an emergency or crisis event.
- [TBG-RMQC-STD-003 Document and Data Control](#) Standard that outlines TBG will implement an effective Integrated Management System (IMS) that includes legally compliant and functional systems mapped to applicable National and Internal Standards, with the aim of best practice.

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