



## Introduction

Tutt Bryant Group Limited (TBG) 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 management, and an acute sense of accountability by the board of directors, officers, managers, staff and employees will contribute to limiting the harmful impacts on business operations, work routine and overall 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 TBG 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's business, and in the TBG Integrated Management System (IMS);

TBG's Vision – **Hooking Up to Success** – signifies our aspiration to be a leading supplier and service provider of choice within the construction and industrial services sector, giving rise to mutual success for our customers, people and stakeholders.

TBG's Mission is to uplift our customers with quality equipment, service and support; to uplift our people in a safe, positive and family oriented environment; and to uplift our stakeholders by ensuring long-term sustainability and growth.

To achieve our Vision and Mission, there are four key TBG Business Objectives, being Value Creation, Sustainability, Quality and Productivity.

Underpinning all actions and behaviour within TBG are five Core Values: Teamwork, Family, Integrity, Versatility and Enterprising.

Good corporate governance ensures solid foundations for management oversight; board and management structures that add value; decision-making which 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 TBG directors, officers, managers, staff, employees and contractors must 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 TBG 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 will develop, implement, review and modify Business Strategies over different time horizons to ensure efficacy in business planning, continuous improvements and long-term sustainability and growth.

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 TBG.

## Approach

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

- The TBG Constitution and 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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