



## Introduction

Tutt Bryant Group Limited (TBG) has an integrated approach to the areas of Governance, Risk Management and Compliance (GRMC) as it recognises linkages between the three areas, and the often-multiple overlapping and related activities in corporate governance, enterprise risk management, and corporate compliance with applicable laws and regulations. By adopting an integrated approach to GRMC, TBG 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. To this extent, TBG provides an Integrated Management System (IMS) that shall be followed by all workers, subcontractors and suppliers as the minimum governing compliance requirements when working for or with TBG.

## Purpose

This policy along with supporting protocols, tools and processes are in place to meet the following objectives;

- Outline the extent to which all TBG work, activities, equipment and suppliers are governed by the minimum requirements of the TBG Integrated Management System (IMS), and
- Outline the requirements within the IMS for laying solid foundations for management and oversight, the TBG board and management structure to add value, promotion of ethical and responsible decision-making, safeguarding the integrity of financial reporting, and risk recognition and risk management.

## Principles

To meet our above stated objectives, TBG is committed to developing, implementing and maintaining an Integrated Management System (IMS) that includes systems based on the following principles;

- All work conducted for or on behalf of TBG is undertaken on the engagement and/or employment condition of compliance with the minimum requirements of all TBG Policies, Standards, Plans, Procedures, and Standard Work Practices and other requirements of the IMS.
- All workers have a duty to take reasonable care for their own health and safety, and that their acts or omissions do not adversely affect the health and safety of other persons.
- All Contractors to TBG shall be subject to a pre-qualification and control process to ensure their commitment to compliance with the minimum requirements of TBG.
- All workers have a duty to comply with any reasonable instruction or direction given by TBG and to uphold TBG values and behavioural expectations.
- All board members, management and workers shall make decisions using an ethical and risk-based approach to identify and control work health, safety, environment, quality, financial and other business risks and impacts.

## Approach

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

- The TBG IMS, fundamentally based on business needs that are driven by the requirements of [TBG-BPO-STD-001 Business Objectives, Values and Strategy](#), [TBG-RMQC-STD-001 Hazard Identification, Risk and Change Management](#) in alignment to the principles of ISO 31000:2018, and [TBG-RMQC-STD-010 Legal Compliance](#).
- The [TBG-RMQC-PLA-001 Quality Management System](#) that outlines the requirements to focus on consistently meeting customer requirements and enhancing customer satisfaction in alignment to the principles in ISO 9001:2015.
- The [TBG-RMQC-PLA-002 Work, Health, Safety and Environment \(WHSE\) Management System](#) that in alignment to the principles in ISO 45001:2018, AS/NZS 4801:2001 and ISO 14001:2015, outlines the 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.
- The [TBG-FAA-STD-002 Vendors and Purchasing](#) that outlines the requirements of TBG Contractor pre-qualification and control process.

**Notice:** This document is made available to you through [www.tuttbryant.com.au](http://www.tuttbryant.com.au) for information purposes only and may not be representative of, or reflect the current and/or related, controlled document version(s).

Please contact Tutt Bryant Group Limited for a copy of the latest version of this document.

2	09-OCT-2018	09-OCT-2020	Group Manager WHSE&Q	Managing Director		Ref #	<b>TBG-RMQC-POL-005</b>
<b>Version</b>	<b>Issue Date</b>	<b>Review Date</b>	<b>Document Owner</b>	<b>Approver</b>			<b>Page 1 of 1</b>