



Introduction

Tutt Bryant Group Limited (TBG) has an integrated approach to the areas of Governance, Risk Management and Compliance (GRMC), and recognises the linkages between the three areas, which often overlap in related activities such as 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 add value and promote 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 IMS. This includes all TBG Policies, Standards, Plans, Procedures, and Standard Work Practices and other requirements.
- TBG and our workers recognise our applicable legal duties and obligations and are committed to compliance.
- All workers have a general duty by law to take reasonable care for their own health and safety and ensure 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 the 'Tutt Bryant Way'.
- All board members, management and workers shall make decisions using an ethical and risk-based approach. They shall identify and control work health, safety, environment, quality, financial and other business risks, associated impacts and manage risks and opportunities when achieving the 'Tutt Bryant Way'.

Approach

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

- the IMS, 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, and [TBG-RMQC-STD-010 Legal Compliance](#).
- [TBG-RMQC-PLA-001 Quality Management Plan](#), which outlines the requirements to consistently meet customer requirements and enhance customer satisfaction in alignment to the principles of ISO 9001.
- [TBG-RMQC-PLA-002 Work, Health, Safety and Environment \(WHSE\) Management System](#), which aligns to the principles of ISO 45001 and ISO 14001 in outlining the requirements to eliminate health, safety and environmental risks/ impacts so far as reasonably practicable. Where it is not reasonably practicable to eliminate those risks/ impacts, they will be minimised so far as reasonably practicable using one or a combination of the hierarchy of controls; and
- [The TBG-FAA-STD-002 Vendors and Purchasing](#) which outlines the selection and evaluation process for all vendors, including the contractor pre-qualification and control process for alignment with the 'Tutt Bryant Way'.

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