

De.mem-Akwa Pty Ltd have established this HSEQ policy to be consistent with the purpose and context of our organisation. It provides a framework for the setting and review of Quality, OH&S and Environmental objectives in addition to our commitment to satisfy applicable customers', regulatory and legislative requirements as well as our commitment to continually improve our management system. Our commitment further includes the following:

- **Customer Focus:** As an organisation, we have made a commitment to understand our current and future customers' needs; meet their requirements and strive to exceed their expectations.
- **Leadership:** Our Top Management have committed to creating and maintaining a working environment in which people become fully involved in achieving our objectives.
- **Engagement of People:** As an organisation, we recognise that people are the essence of any good business and that their full involvement enables their abilities to be used for our benefit. To this end we commit to consultation and participation of workers', and, where they exist, workers representatives.
- **Process Approach:** As an organisation, we understand that a desired result is achieved more efficiently when activities and related resources are managed as a process or series of interconnected processes.
- **Improvement:** We have committed to achieving continual improvement across all aspects of our quality, environment and OH&S management systems; it is one of our main annual objectives.
- **Evidence-Based Decision Making:** As an organisation, we have committed to only make decisions relating to our IMS following an analysis of relevant data and information.
- **Relationship Management:** The company recognises that an organisation and the relationship it has with its external providers are interdependent and a mutually beneficial relationship enhances the ability of both to create value.
- **Environmental and OH&S Performance:** We are committed to protecting the environment, including the prevention of pollution, the prevention of risk of injury and ill health to staff and the wider community and conforming with any applicable OH&S and Environment legislation.

Our policy is also to meet the requirements of other interested parties and in meeting our social, environmental, charitable, regulatory and legislative responsibilities.

We have produced Quality, OH&S and Environmental objectives which relate to this policy and they can be found in document R09 Quality, Environmental and OH&S Objectives.

This policy is available and communicated to all interested parties as well as being made available to the wider community through publication on our Website.

Authorised By:

Signature:



Name: Andreas Kroell

Position: Director / CEO

Date Approved: 19 December 2024