

Quality, Health, Safety and Environment (QHSE) Policy

By EmPOWering our People, the Opportunity for Oxley Developments to become World Class depends on our ability to continually improve our systems, products and service, while protecting our People and the environment. This policy is a Wholehearted commitment by the business to protect the interests of our customers, People and other stakeholders, by implementing the necessary processes and controls which demonstrate safety, quality, reliability and innovation.

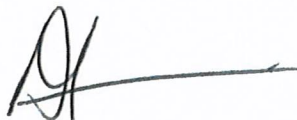
QHSE is under the Ownership of management, with the active commitment and support of all our People.

Oxley will undertake to meet this commitment by following our QHSE Business management System to meet the following objectives:

- EmPOWering and engaging our People at all levels in a relentless drive to improve operational Performance throughout the value chain, from suppliers to customers.
- Develop the motivation and skills of our People to add value to our customers and our business, through continual training and development.
- Protect the Health and Safety of our People, customers, contractors and other stakeholders.
- Protect the environment and community where we work and live by pollution prevention, waste minimisation and the wise use of natural resources.
- Integrate QHSE into all of our business activities to optimise our performance and create a safe and healthy workplace.
- Educate our customers, contractors, business partners and the public on the safe and environmentally responsible use of our products.
- Conduct our business with ethical principles.
- We continually strive to take all Opportunities to improve our products and processes from Originality in design to delivery, including employee safety, waste reduction and pollution prevention to ensure the sustainability of our company and the environment. We continuously develop our technology and infrastructure to ensure we offer cost effective solutions to meet or exceed the needs and expectations of our customers.

Our goal is to be the supplier of choice for our customers, recognised as “World Class” in our industry sector and to have a zero harm policy to our People with minimal negative impact on the environment.

Oxley Developments are committed to the proactive integration of these QHSE objectives into our Business management systems at all levels and to review them at regular intervals to measure our level of achievement and to ensure their continuing relevance. The commitments within this policy are in addition to our basic obligation to comply with company processes and standards, as well as all applicable laws and regulations where we operate.

A handwritten signature in black ink, appearing to read "D. Cavan", with a long horizontal line extending to the right.

Darren Cavan
CEO Oxley Group