

Policy – Health, Safety, Environment and Quality

Tetra Tech Coffey, comprising Tetra Tech Coffey Pty Ltd, Tetra Tech Coffey (NZ) Ltd and Tetra Tech Proteus, undertake our activities in a responsible, professional, and competent manner. We are committed to continual improvement and will comply with the laws and regulations that are relevant to Health, Safety, Environment and Quality (HSEQ) performance across the business.

This policy sets out the commitments we apply to our work every day, it supports our strategic direction and provides a framework for determining objectives. Led by our management team, we set quantifiable targets that are aligned to our commitments in this policy. HSEQ oversight and governance is the responsibility of the management team and those in leadership positions. All employees take personal responsibility for HSEQ compliance and performance.

We will:

- Provide a safe, secure, and healthy environment in which to work and promote mental, physical, and social wellbeing initiatives.
- Develop and provide safe methods of work and appropriate training for employees.
- Meet and strive to exceed client and other stakeholder expectations by maintaining an open dialogue and achieving quality outcomes.
- Encourage active participation and a culture of honest communication and consultation with employees.
- Comply with applicable legal, regulatory, industry, client, and internal requirements.
- Drive continual improvement and maintain a Management System aligned with and where appropriate certified to:
 - ISO 9001:2015 Quality Management Systems.
 - ISO 14001:2015 Environmental Management Systems.
 - AS/NZS 4801:2001 Occupational Health and Safety Management Systems.
 - ISO 45001:2018 Occupational Health and Safety Management Systems.
 - ISO/IEC 17025:2017 Competence of Testing and Calibration Laboratories.
- Assess and manage risks associated with the business operations relating to the health and safety of our people, the protection of the environment and satisfaction of our clients.
- Report and investigate HSEQ events and share learnings across the business, and where appropriate, wider industry.
- Minimise the impact of our operations and protect the environment.
- Prevent pollution through efficient use of resources and improved waste management.

This policy is available to the public at www.tetratechcoffey.com and is reviewed at least every two years.



Brigid Moriarty

President - Tetra Tech Coffey, April 2021