



COMPANY POLICY

The Garde Group of companies operates as a civil infrastructure contractor and specialises in the installation of high voltage underground electricity cables and gas mains. The group has a commitment to continual improvement in the quality of the services it delivers. The group is currently certified to ISO 9001 - Quality, AS/NZS 4801 – OH&S and AS/NZS ISO 14001 – Environment, has a full Building licence (No 40387).

We (as a group) aim to:

- Complete all projects by deadlines set and to a higher standard than expected by the client.
- Achieve an accident free workplace for employees and general public during construction work.
- Make occupational health & safety (OH&S), environmental, and quality an integral part of every managerial and supervisory position in addition to being considered in all planning and work activities.
- Involve employees in decisions through regular communication, consultation and training.
- Provide continuous education and learning to ensure employees and contractors are quality, safety, and environmentally aware.
- Ensure employees and sub-contractors are aware of the 'Management System'.
- Strive towards best practice to minimise any detrimental effect in operations, OH&S and the environment.
- Identify and control all potential hazards in the workplace through hazard identification and risk analysis.
- Ensure all potential accidents and incidents are controlled and prevented.
- Provide effective injury management and rehabilitation for all injured employees.
- Minimise disturbance to archaeological, anthropological and other heritage values of significance.
- Minimise the pollution of land, air and water so as to protect native flora and fauna and to prevent soil erosion and facilitate revegetation.
- Comply with all applicable laws, regulations and other requirements, standards and guidelines for the protection of the environment and in their absence adopt the best practicable means available to prevent or minimise adverse environmental impact.
- Ensure that waste management practices are carried out based on prevention, minimisation, recycling and treatment or disposal of wastes.
- Minimise nuisance to neighbours and the general public.
- Establish and review objectives and goals for the continuous improvements in quality, safety and environmental protection on annual basis.

To achieve these we operate a quality 'Management System' to the requirements of ISO9001, an OHS&R system to AS/NZS 4801 and an environmental management system to AS/NZS ISO 14001 under our internal policy and management which comply with all applicable legislation, industry codes of practice, client procedures, rules and license conditions.

Our system describes the policies and procedures that operate within our organisation to meet these aims. Documentation including any manuals, procedures, project plans, forms together with the competencies & experience of our employees combine to form the management system.

The 'Management System', OHS&R and environmental programs are the responsibility of all employees and as such management understands that the objectives can only be achieved with a competent and motivated workforce.

We actively promote this policy and encourage suggestions from employees for possible improvements. Both improvements and problems regarding the management system can be dealt with first through the use of the process control sheets, action advice or corrective action reports (CARs).


Philip Garde
Executive Director


Garry Hobson
Executive Director