

## COMPANY POLICY

Kingston is engaged in a diverse range of building activities including, commercial, retail, health & aged care, education, industrial and residential construction.

We are committed to meeting the needs and expectations of our clients by providing quality services and products which are defect free, competitively priced, designed, constructed and delivered on time while complying with Safety, Environmental, Statutory, Regulatory obligations, legislative and other requirements.

At Kingston we are committed to providing Safe and Healthy working conditions for employees and subcontractors alike and the elimination of workplace injury and illness while maintaining the highest possible standards in relation to Environment Management and Quality control as part of the Business.

This is achieved through:

- Complying with all applicable laws, regulations, standards and company policies.
- Maintaining, monitoring, reviewing, auditing and continually improving the Integrated Management System in accordance with ISO 9001, ISO 45001 and ISO 14001.
- Providing sufficient and suitable resources to implement and maintain the Integrated Management System and incorporate the IMS into the company's systems, technology, planning and operational policies and decisions.
- Monitoring and evaluating the performance of consultants, subcontractors and suppliers.
- Applying waste minimisation principles and taking all practicable steps for the protection of the environment and prevention of pollution.
- Setting up objectives and targets with the aim of eliminating any hazards/risks and associated incidents/accidents associated with our activities, products and services and identifying, reporting, investigating and resolving all non-conformances to ensure lessons are learnt within the organisation.
- Determining factors which influence our purpose, objectives and sustainability and ensuring these are monitored and controlled.
- Defining roles and responsibilities to ensure that employees are accountable for quality, safety and environmental protection by providing appropriate education, training and resources.
- Consulting with clients, employees, subcontractors, suppliers and other parties to improve decision making on Work Health and Safety and Environmental matters and ensure continual improvement.
- Distributing information, including this policy, to all employees and interested parties.
- Considering climate change impacts and mitigation measures at every stage of our projects to ensure sustainable and resilient outcomes.

Continual improvement addresses our key goal; developing our people, plant and performance for a sustainable future.



John Tonkin  
Managing Director

Date: 12 January 2026