
1.3 POLICIES AND OBJECTIVES

1.3.1 QUALITY POLICY

Regen Australia is dedicated to the delivery of high-quality ecological restoration, native plant and vegetation management services. We aim to provide our clients with guaranteed and measurable results using safe, efficient and environmentally responsible work methods as agreed by contract, at a quality that meets or exceeds our client's expectation, within budget, and in an efficient and timely manner.

In all areas of our business we operate to provide the best possible outcomes for our clients, the environment, and the community.

Implementing and operating a Quality Management System (QMS) is part of our overall commitment to delivering projects and products that meet or exceed customer and regulatory expectations.

We are committed to:

- meeting legal requirements;
- continually improving the effectiveness of the QMS;
- meeting the needs and expectations of interested parties.

We will measure our progress through:

- setting measurable objectives and monitoring our progress during management meetings and annual Management System Reviews;
- documenting our plans;
- reviewing performance and the effectiveness of the management system during quarterly Management Meetings and annual Internal Audits and the Annual Management System Review.

We will enable this by:

- training our employees;
- training our partners;
- improving our processes;
- investing in resources;
- investigating new technologies.

This policy and associated procedures will be reviewed in consultation with relevant parties and when any changes or amendments to the relevant legislation and/or every twelve (12) calendar months from the date promulgated.

A handwritten signature in black ink, appearing to read "Mark Bibby".

Mark Bibby

CEO

Date: 5th of January 2024

1.3.2 WORKPLACE HEALTH AND SAFETY POLICY

Regen Australia's Health and Safety Policy is aimed at preventing injury or illness to any employee, visitor, contractor or member of the public. We recognise that it is our moral and legal responsibility to provide a safe and healthy work environment. It is expected of all personnel to comply with WHS legislation, Codes of Practice, demonstrate due diligence and apply best practice strategies for our industry and the industries we service.

Management will:

- Set health and safety objectives and performance criteria for all work areas.
- Annually review health and safety objectives and our performance.
- Encourage accurate and timely reporting and recording of all incidents and injuries.
- Investigate all reported incidents and injuries to identify all contributing factors and, where appropriate, formulate plans for corrective action.
- Identify all existing and new hazards and take all practicable steps to eliminate or minimise the exposure to any hazards;
- Ensure that all employees are made aware of the hazards in their work areas and are adequately trained so they can carry out their duties in a safe manner.
- Encourage employee consultation and participation in all health and safety matters.
- Enable employees to elect health and safety representatives.
- Ensure that all contractors and subcontractors are actively managing health and safety for themselves and their employees.
- Promote a system of continuous improvement, including annual reviews of policies and procedures.
- Meet legal obligations as specified in the legislation, codes of practice and any relevant standards or guidelines.

Every Director, Supervisor or Employee is accountable to the CEO for the health and safety of employees working under their direction.

Each employee is expected to help maintain a safe and healthy workplace through:

- Sharing in the commitment to health and safety;
- Following all safe work procedures, rules and instructions;
- Properly using all safety equipment and clothing provided;
- Reporting early any pain or discomfort;
- Taking an active role in the company's treatment and rehabilitation plan, for their 'early and durable return to work';
- Reporting all incidents, injuries and hazards to the appropriate person.

The Management Team meets quarterly acting as the Health and Safety Committee to monitor and improve the effectiveness of the QSEMS. The Health and Safety Committee will include an elected representative from the staff if so requested. The Management Team is responsible for implementing, monitoring, reviewing and planning health and safety policies, systems and practices.

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CEO

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1.3.3 ENVIRONMENTAL POLICY

Regen Australia affirms the importance of protecting and enhancing the health, diversity and productivity of the environment for the benefit of our clients, workers, shareholders and the community and future generations. Our primary work is protecting, restoring and recreating natural environments. Profits from our business provide funding for projects that include environmental awareness and education, community projects, campaigns, and local events with environmental themes. Our commitment is to where possible minimise damage to the environment caused by our services and work activities.

Strategies include the following:

- Develop and maintain an Environmental Management Plan as our primary environmental guide.
- Integrate our environmental policy and procedures fully into all business activities as a critical element.
- Comply with all environmental legislation, standards and contract requirements that are applicable to the company's operation.
- Continually improve its environmental performance and prevention of environment impact and taking into account current best practice, technological advances, current scientific understanding, customer and community needs, educate, train and promote employees to work in an environmentally responsible manner.
- Complete environmental assessments for aspects and impacts of all new activities that the company may undertake, promote, develop and design services, facilities, equipment and work practices that have the least environmental impact, taking into account the efficient use of energy and materials, the sustainable use of renewable resources and the responsible disposal of waste, thereby minimising any serious or irreversible environmental degradation.
- Promote and encourage the adoption of these principals and those in the Environmental Management Plan by suppliers and contractors acting on behalf of the organisation;
- Develop, implement and maintain emergency preparedness plans.
- Foster openness and dialogue with both employees and the public, encouraging them to respond with their concerns or improvement ideas within the scope of the organisation's operations.
- Develop and maintain environmental objectives that are monitored through the management review process to ensure effectiveness.

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