



Quality, Safety and Environment Policies

Quality Policy

Depth Logistics is committed to delivering excellence in all links in the global transportation chain for heavy machinery and equipment. We aim to make our customers happy and build friendly, loyal and mutually rewarding relationships with everyone.

Our service is personal, prompt and of a consistently high standard, and we deliver our client's cargo on time, on budget, safely and securely. We are reliable and available to our customers 24 & 7.

Depth Logistics only employs people suitably qualified and with the necessary expertise. We actively encourage and support the continued education and personal development of our team members. A positive "can do" attitude is always adopted by us.

We are focused on innovation and best practice by adopting new technologies early, maintaining appropriate insurances and memberships to professional bodies.

We are socially and environmentally responsible and support our local community. We uphold ethical business values of honesty, reliability, common courtesy and fairness.

We appreciate and acknowledge that we only exist through the support of customers and are willing to be judged by our performance on every job we handle.

Depth Logistics is committed to establishing measurable objectives and targets to ensure continued improvement aimed at client satisfaction, safe work practices and minimising environmental impact, and do this through regular monitoring, training and management meetings.

As Directors of Depth Logistics, we are committed to working with all Depth Logistics personnel and subcontractors to ensure that this policy is communicated, understood, accepted and successfully implemented by all employees and contractors.

Julie Magnone
Director

Brad Skelton
Director



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Occupational Health & Safety Policy

Depth Logistics is committed to ensuring a safe and healthy working environment for all personnel in its offices and place of work. To achieve this measurable objectives and targets will be established to ensure continuous improvement aimed at the elimination of work related injury or illness. Safety is of highest importance and there will be no compromise. As well as the company and its managers, it is also the responsibility of every employee regardless of position or occupation to continue this legacy to safety.

We are achieving this by:

- Complying with the Workplace Health and Safety Legislation and other applicable laws, regulations and statutory obligations.
- Establishing and continually developing education systems and training.
- Ensuring consistent safety practices in our working areas.
- Eliminating and controlling hazards.
- Undertaking regular audits of safety practices and management systems.
- Ensuring all incidents and near misses are fully investigated and actions taken to prevent recurrence.
- Regular consultation and targeted communication to employees, sub-contractors and clients.
- Providing an effective system of rehabilitation management for injured employees.
- To comply with the relevant environmental safety laws and regulations.
- Provide/promote safety culture.
- Operational parameters for contractors are clearly defined and adhered.

All employees and subcontractors are required to:

- Adhere to Depth Logistics safe work practices, objectives and instructions.
- Immediately report any unsafe work practices/equipment/conditions to their supervisor.
- Not misuse, damage, refuse to use, or interfere with anything provided for the purpose of occupational health and safety.

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Environmental Policy

Depth Logistics is committed to the protection of the environment. We are resolved to progressively reduce the environmental impact of our operations by reducing waste, discharges and emissions, and using resources and energy more efficiently. Whatever and wherever we operate we will strive to:

- Comply with all laws and regulations
- Minimise any adverse environmental impacts and pollution, through:
 - At 100% of Biosecurity Inspections conducted by the company, the Biosecurity Consultant will recommend to the cleaning site that Biosecurity Risk Material (BRM) is collected and disposed of, rather than being washed into storm water/drains;
 - 100% of company newsletters to customers are emailed rather than mailing printed versions;
 - The company's electronic work systems are designed, where possible, to eliminate the need to print operational documents;
 - Printing paper, including that of Company Brochures, is 100% sustainable; and
 - Location of the company's office close to all forms of public transport, and provide secure bike parking space for employees that ride to work.
- Fully integrate environmental considerations into new and modified, plant, processes or services
- Design our processes in such a way as to minimise their environmental impact
- Ensure our people are appropriately trained and work in an environmentally responsible manner
- Adopt sound procedures, work practices and training to ensure staff awareness and compliance with environmental requirements
- Measure our environmental impacts and set goals for improvement
- Maintain good relations with our neighbours, the community and regulators
- Encourage the use of Environmental Management Systems (EMS) by suppliers and contractors
- Minimise any significant environmental impacts of new developments through the use of integrated environmental management procedures and planning

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