

HSEQ Policy Statement



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REVISION HISTORY

Rev	Date	Author	Reviewer	Checker	Approver
07	05/01/2026	Andrew Millichap-Bell	Brian McMeekin	Sheena Wiley	Jamie MacDonald

Gavin and Doherty Geosolutions (GDG) is committed to protecting the health, safety and welfare of all people involved with our activities and the prevention of injury and ill health both physical and mental.

GDG is committed to the protection of the environment and promotion of sustainable development principles in all aspects of our business, including pollution prevention and climate change mitigation within the spheres of influence.

GDG shall provide a high-quality service to meet the expectations of our customers and interested parties by delivering outstanding performance, utilising competent personnel.

GDG activities shall be conducted in accordance with applicable legislation within the regions we operate.

GDG is committed to continually improve the effectiveness of business operating systems in order to meet the needs and expectations of the Company's interested parties.

GDG services and design activities are subject to stringent review to verify the required inputs and outputs meet specified requirements. The design process encompasses reduction of hazards, risk mitigation and environmental impacts.

GDG's leadership is fully committed to the organisation's HSEQ Management System, which is conveyed and understood throughout the Company by all means possible including verbal, electronic and displayed written communications.

GDG shall expect everyone involved in our work activities to take responsibility and accountability for their actions, and to ensure they are familiar with the Company Policies and working practices.

KEY COMMITMENTS

- Directors and Managers shall ensure through positive leadership, active participation and encouragement that employees are motivated towards the aims of this Policy
- Promote participation and consultation in the interest of HSEQ as appropriate by engaging with our employees, key stakeholders and other interested parties
- Mitigation of foreseeable hazards through active risk management
- Promotion of sustainable design options to customers
- Provision of resources and infrastructure to meet business needs
- Provision of information, instruction and training that is relevant to a person's duties and responsibilities
- Continual improvement by setting clear objectives, performance monitoring and the encouragement of constructive feedback to enhance overall performance
- Promote a culture in which all personnel actively contribute to achieve our goal



Signed: 05/01/2026

Jamie MacDonald, Managing Director
Gavin & Doherty Geosolutions

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