

## **COMMITMENTS**

SF-Stefan Civil Engineering and Utility Contractors Limited (SFSCCE) delivers highway, civil engineering projects and hard landscaping schemes. We strongly value high quality, health, safety and environment management and believe this has been integral to the success of our company. Our services are characterized by our company values and our firm determination to keep our commitment to our customers.

We are committed to establishing and maintaining an Integrated Management System (IMS) which satisfies the requirements of ISO 9001:2015, ISO 14001 and ISO 45001: 2018 any other specific quality, occupational health & safety (OHS) and environmental requirements.

SFSCCE is committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees' wellbeing and our responsibility to the communities within which we operate or may affect.

Our vision is to exceed customer expectations for quality, safety, sustainability, cost, delivery and value. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

### **OUR PEOPLE**

SFSCCE is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. SFSCCE is committed to:

1. Creating and nurturing an environment of success based on honesty and integrity;
2. Empowerment through training and communication;
3. Individual growth and equal opportunity;
4. Prevention of accidents and incidents;
5. Designing and providing a safe and secure work environment.

### **OUR CUSTOMERS**

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

### **OUR COMMUNITY AND ENVIRONMENT**

SFSCCE is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behavior in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

1. Protection of the environment;
2. Conformity to compliance obligations;
3. Continual improvement;

4. Prevention of pollution and sustainable use of resources;
5. Climate change mitigation and adaptation;
6. Protection of biodiversity and ecosystems;
7. Other specific commitment(s) relevant to our context.

## **Our well being**

SFSCCE is committed satisfying all legal and other requirements and to applying the hierarchy of controls to OH&S risks. We proactively comply with all applicable occupational health and safety, legal and regulatory requirements to which we subscribe in order to:

1. Prevent accidents and work-related ill health by managing health and safety risks in the workplace;
2. Provide clear instructions and information, and adequate training, to ensure employee competence;
3. Engage and consult with employees on day-to-day health and safety conditions;
4. Implement emergency procedures in case of fire or other significant incidents;
5. Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances.

## **OUR QUALITY**

SFSCCE is committed to achieving competitive excellence and providing our customers with products and services designed, produced and maintained to meet or exceed their expectations by:

1. Complying with all customer, statutory and regulatory requirements;
2. Enabling employees to achieve business and professional goals;
3. Ensuring all Company personnel are fully competent to carry out their assigned task effectively and efficiently.
4. Continually improving our processes via our IMS;
5. Extending our IMS practices throughout our Supply Chain.

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and world class business.



**Managing Director**

**Date: 11/11/2020**