

BMT Oceanica is an operating company of the UK based employee benefit trust, BMT Group Ltd. We are a Western Australian environmental consultancy, specialising in coastal and marine issues and related field services. Since our establishment in 2000, we have built our reputation for integrity, quality and transparency with customers and regulators. We have achieved and continue to maintain this reputation through well documented systems and procedures.

The key elements of our policy are:

- **Client Focus and Integrity of Advice** - We seek to clearly understand each client's needs. We reinforce the importance of meeting these requirements to our employees and suppliers, while ensuring the integrity of our advice.
- **Commitment** - We are committed to eliminating work-related injury and illness, preventing work-related pollution, and complying with applicable legal and other requirements which relate to BMT Oceanica's activities. We commit to providing initial and ongoing medical treatment for employees.
- **Continual Review and Improvement** - We are committed to establishing and reviewing measurable health, safety, environment and quality objectives and targets to ensure continued improvement. Our Health Safety Environment Quality management system is reviewed annually at the Management Review Meeting to ensure that it remains sustainable, relevant and appropriate to BMT Oceanica's activities.
- **Communication** - We actively seek to ensure that employees are involved in the documentation, implementation and maintenance of our HSEQ management system. We have procedures in place to ensure that pertinent HSEQ information is communicated to all employees and suppliers. Our Health Safety Environment Quality Policy is available on our website.

These policy elements are in accordance with the requirements of:

- AS/NZS 4801:2001 Occupational health and safety management systems - Specification with guidance for use
- OHSAS 18001:2007 Occupational health and safety management systems - Requirements
- AS/NZS ISO 14001:2004 Environmental management systems - Requirements with guidance for use
- AS/NZS ISO 9001:2008 Quality management systems - Requirements

Staff must meet the requirements of the Health Safety Environment Quality Policy and the procedures outlined in the Health Safety Environment Quality (HSEQ) Management System. BMT Oceanica's Directors have overall responsibility for the successful management and performance of these management systems.



Mark Bailey  
Managing Director