

Integrated Policy
For
Health, Safety, Environment and Quality

Innovative Utilities is a privately owned utility contractor providing a full range of services to the utility Industries. The services available include Site Investigation, Design, Project Planning and Pipeline Installation, Rehabilitation and Replacement.

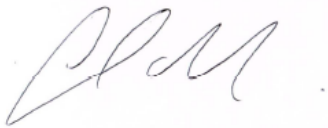
We are committed to maintaining and promoting ever increasing standards for health, safety, environment and quality and will do so with the commitment and cooperation of all our employees. Both management and employees are required to contribute to this objective by mutual cooperation, communication, consultation and observation and by working together to achieve the common goal of continuous improvement. To achieve this we shall:

- Eliminate injury/accidents and work related ill-health by good working practices.
- Use the skills and behaviors process to help develop and motivate employees to maximize their potential.
- Identify, assess and control hazards relevant to our activities to ensure the well being of employees and others who may be affected by our work
- Minimise our environmental impacts for the benefit of all persons
- Minimise our use of resources, prevent pollution and minimise waste where practicable and economically viable, by recovery and recycling.
- Meet or exceed our Customers expectations and requirements.
- Maintain good business and profitable relationships with the public, authorities, clients, subcontractors, suppliers and other interested parties.
- Continually improve the performance and effectiveness of our operating processes and integrated management system in conformance with current Health, Safety, Environment legislation and Quality standards by setting measurable objectives that are monitored and reviewed to determine effectiveness.
- Communicate this policy and the results of our activities to employees and to Second and Third parties as appropriate.

The Director accepts ultimate responsibility for this Policy and is supported by the Business Management Team in its implementation. He will ensure suitable and sufficient financial and physical resources are invested to monitor progress and to achieve success, as are allocated to other business sectors.

This policy document is available at Head Office; the Company Website; Intranet and at each site for reference and will be reviewed annually further to consultation with employee representatives.

Signed:



Date: 13th March 2016

**John Mason
Managing Director**

Review Date: 1st March 2017