



QUALITY ASSURANCE POLICY (QL-POL-001)

Foreword

The management of Indianic Group Pty Ltd ("Indianic") recognize that growth and prosperity depend on the provision of products and services which consistently meet or exceed client expectations when it comes to budgetary, time, specification, safety and environment etc..

Commitment to a process based quality management system is acknowledged as being the key to achieving this objective. Accordingly, the Indianic Quality, Safety & Environmental System (QSES), Diving Operations Manual and Procedures detail the processes by which this objective can be met. This system is managed by the operations manager – and coordinated by the management team. The system is designed to meet the requirements of the following standards:

- ISO 9001 – Quality Management System;
- ISO 14001 – Environmental Management System;
- AS/NZS 4801 – OH&S Management System; and
- AS/NZS 2299 – Commercial Diving Operations.

The QSE System comprises policies, procedures, plans, safe work instructions and forms that have been developed to minimise error and waste, thus ensuring quality of all processes. All Indianic personnel (employees and sub-contractors) are responsible for the implementation and maintenance of this policy and take an active role in its ongoing improvement.

While recognizing that the QSE System must meet the requirements of relevant standards, Indianic is committed to continually improving both its services and products by the application of the process based Quality Model as specified in ISO 9001:2008. The quality representative shall monitor status and processes to ensure both Indianic's vision and objectives are achieved.

Indianic's Vision

To be leaders in the marine subsurface construction and maintenance industry, while protecting and providing opportunities for our employees and meeting our client's quality, safety and environmental requirements to an exceptional standard.

Indianic's QSE Objectives:

- Improve client satisfaction and increase new and repeat business;
- Have zero defects for each project;
- An incident free workplace;
- Zero legitimate complaints from clients and other stakeholders;
- Zero improvement/prohibition notices from WorkSafe/EPA; and
- To maintain and improve compliance with ISO, legal and Indianic requirements including paperwork requirements (the ultimate goal is 100% compliance).

Indianic Intends to Achieve These Objectives Through:

- The development, implementation and maintenance of an effective Quality, Safety & Environmental System (QSES) in accordance with ISO 9001, ISO 14001 and AS/NZS 4801;
- Encouraging all employees to proactively integrate quality management into the way they work (i.e. cultural change, training, identifying improvements);



INDIANIC

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- Provision of resources to review and improve our processes;
- Adherence to documented procedures;
- Investigation of non-conformance and implementation of effective corrective actions;
- On-going performance monitoring (i.e. client feedback, reviews, audits and improvement of the QSE System; and
- Managing risks to safety, the environment and other areas of company responsibility.

Management shall provide appropriate resources to achieve this primary objective thus assuring quality to our clients, work satisfaction to our employees and return to shareholders. Indianic's executive management carries out periodic reviews of the QSE System at QSE meetings.

Michael Gray

General Manager

***This policy is reviewed and approved by the General Manager on an annual basis.*

