BUSINESS VALUES POLICY

IBP P-11

Policy

Island Block & Paving Holdings Pty Ltd (ABN 99 100 841 932) is a Tasmanian manufacturer of concrete masonry products. We will run a profitable, safe and environmentally responsible business that meets customer needs and the requirements of ISO 9001 and ISO 45001 at the certified Perth site, and our environmental commitments under P-03 Environmental policy.

Scope

This policy sets the leadership and values framework for the certified system at 281 Haggerston Road, Perth, Tasmania 7300. Detailed quality and WHS commitments are in P-01 Quality Policy and P-02 WHS Policy . Global GreenTag and carbon-zero product claims apply to the Sustainable Products for the Future ranges.

How we work

- Do what we say we will do for customers, workers and regulators.
- Make decisions on facts — specifications, inspections, monitoring and incident data.
- Consult workers on quality and safety issues that affect them.
- Treat people fairly and without harassment or discrimination (see the HR system).
- Act lawfully in employment, safety, environment, competition and modern slavery (P-22).
- Protect IBP information, plant and brand.

Integrated objectives

- Maintain ISO 9001 and ISO 45001 certification in good standing.
- Maintain in good standing the Global GreenTag certification and carbon-zero status for the Sustainable Products for the Future range.
- Supply conforming product on agreed terms.
- Prevent work-related injury and ill health so far as is reasonably practicable.
- Reduce waste and use recycled content where it is practicable and specified (P-03 Environmental policy, P-18 Product Stewardship).

Responsibilities

The General Manager demonstrates leadership of this policy, including the resources needed to keep Global GreenTag certification and carbon-zero status current for the Sustainable Products for the Future range. Managers apply this policy in planning and daily decisions. All workers are expected to work to these values and to raise concerns early.

Related documents

IMS-001; P-01; P-02; P-03 Environmental Policy; P-18 Product Stewardship; P-22; HR system H-01 to H-09; current Global GreenTag and carbon-zero certificates for the Sustainable Products for the Future range.

Review

Reviewed at least annually at management review, and when Global GreenTag or carbon-zero certification status for the Sustainable Products for the Future range changes.

Signed: _____ Date: 14/09/2026

Jason Bassett: General Manager