

This poster provides an overview of the key elements in the way Gateway WA operate.

- > Our Mission and Vision explains why we exist.
- > Our Values define how we approach our work.
- > Our Code of Business Conduct provides guidance on the standards of conduct and behaviour that we expect.
- > Our commitment to our Safety and Health, Environment and Quality objectives are outlined by our actions, which ensure we meet our obligations in these areas.*

* We maintain and continuously improve our management systems and ensure they remain 3rd party certified in accordance with ISO 9001 for quality, ISO 14001 for environment and AS/NZS 4801 for safety and health.

OUR VISION

A safe and efficient transport network that provides an iconic gateway to WA.

OUR MISSION

Safely deliver sustainable landmark road infrastructure around the Perth airport and Kewdale freight precinct.

OUR VALUES

Our values define how we should behave and provide guidance to our people and those with whom we work. Our values are EPIC:

> Excellence

We strive to excel in all we do in order to deliver maximum value to our customers.

> Pride

We are proud of our achievements and celebrate our success.

> Inspire

We face challenges together and look for ways to collaborate and innovate.

> Care

We are passionate about the safety, health and wellbeing of our people, the community and the environment.

CODE OF BUSINESS CONDUCT

The Code of Business Conduct provides guidance to Gateway WA's employees, contractors, consultants and suppliers on the standard of conduct and behaviour we require.

Key areas covered by the Code include:

- > The working environment, including safety and health, harassment and bullying, and alcohol, drugs and smoking.
- > Interaction with communities and governments.
- > Key ethical and compliance issues.
- > Communication, information and use of business assets.

OUR PEOPLE

With strong leadership and an ability to drive excellence through the commitment to our people, Gateway WA will provide an environment in which:

- > We put safety first and ahead of production.
- > We lead by example, empower our people and unite the team.
- > We encourage respect and listen to all ideas.
- > We provide the right systems, tools and support to allow the team to perform their best.
- > We plan the work, and work the plan in collaboration with the workforce.

At Gateway WA we want to build and retain a workforce that is motivated, flexible and engaged.

Our leaders will provide support and resources to enable our commitment's to be achieved.

OUR STAKEHOLDERS

Gateway WA recognises the importance of establishing strong and enduring relationships with our stakeholders. To achieve these relationships we:

- > Proactively inform our stakeholders about the project to increase awareness and minimise the project impacts.
- > Involve our stakeholders where possible in opportunities to influence decision making.
- > Collaborate with our stakeholders to resolve issues and explore opportunities for innovation.
- > Plan and conduct our works in a manner that minimises the impact on our stakeholders.

MEETING OUR OBLIGATIONS

We work collaboratively with key stakeholders, including our clients, regulators, suppliers and contractors, to meet our legal, contractual and other compliance obligations.

SAFETY AND HEALTH

To achieve our safety and health objective we:

- > Provide a safe working environment for all employees, contractors and the public.
- > Encourage personal responsibility for safety and health behaviour.
- > Provide a supportive safety and health culture with visible and accountable leadership.
- > Implement effective knowledge capture and transfer through lessons learnt and analysis of incidents.
- > Develop our leaders to promote safety and health excellence by consultation that encourages ownership and continuous improvement in safety and health behaviours, practices and outcomes.
- > Provide rehabilitation, support and services to employees who suffer work related injury or illness.

* To be read in conjunction with Business Standards for Safety, Health and Environment.

ENVIRONMENT

To achieve our environmental objectives we:

- > Provide a supportive environmental culture by embracing behaviours that contribute to a sustainable future.
- > Minimise our environmental impacts and prevent pollution by applying a hierarchy of controls to eliminate, substitute or mitigate such impacts.
- > Promote the efficient use of energy, reduction of waste and recycling of materials in all activities.
- > Improve the overall sustainability performance of the project by measuring, managing and taking appropriate steps to increase the project Infrastructure Sustainability rating.
- > Comply with environmental legal requirements and approval conditions applicable to the project.
- > Engage with the relevant stakeholders and community representatives on a regular basis with the aim to build strong relationships.

* To be read in conjunction with Business Standards for Safety, Health and Environment.

QUALITY

To achieve our quality objectives we:

- > Understand our client's requirements through open communication and ensuring specified obligations are clear and precise.
- > Understand our client's value chains to determine best way to add value by our engagement.
- > Foster a culture of organisational learning.
- > Continually improve our processes and delivery methods to enhance the quality of our products and services.
- > Assess client satisfaction both during and after delivery through proactive communication and engagement.

* To be read in conjunction with Business Standards for Quality, Risk and Assurance.



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