

## PO-13 HEALTH, SAFETY, ENVIRONMENT, AND COMMUNITY (HSEC) COMMITMENT POLICY

### 1. Purpose

The purpose of this policy is to formally articulate the Institute of Automotive Mechanical Engineers' (IAME) (ABN 57000033992, RTO 90409) commitment to Health, Safety, Environment, and Community (HSEC) principles. This policy outlines our dedication to promoting a safe, sustainable, and socially responsible Automotive Industry Association, including our Training facility, through leadership, education, and advocacy.

### 2. Scope

This policy applies to all IAME members, staff, contractors, and stakeholders involved in the activities, programs, training, and initiatives facilitated or supported by IAME.

### 3. Policy Statement

While IAME may not publish a dedicated HSEC policy publicly, the Institute affirms its unwavering commitment to the highest standards of safety, environmental stewardship, and community engagement within the Automotive Training sector. IAME acknowledges that sustainable development and responsible practices are essential to the future of the industry and society as a whole.

### 4. Commitment Areas

#### 4.1 Health and Safety

- Promote safe working environments across the automotive industry through training, accreditation, and the dissemination of best practices.
- Encourage continual improvement in occupational health and safety standards among members and affiliated organizations.
- Support initiatives that aim to reduce risks and hazards in the workplace.

#### 4.2 Environmental Responsibility

- Advocate for environmentally responsible practices in automotive engineering and repair.
- Encourage the adoption of cleaner technology and reduction of waste and emissions.
- Support sustainable practices in resource usage and product lifecycle management.

#### 4.3 Community Engagement & Associated Policies

- Foster strong relationships with local communities and industry partners.
- Promote workforce development and skills training to support economic and social progress.
- Encourage ethical business practices and inclusive engagement within the automotive sector.
- Align with the **PO-14 First Nations Policy**
- Align with the **PO-16 Leaner Wellbeing Policy**

#### 4.4 Education and Leadership

- Provide access to up-to-date education and certification in safety, sustainability, and innovation.
- Lead by example through transparent, responsible governance and policy influence.
- Engage with regulatory bodies, educational institutions, and industry stakeholders to advocate for HSEC-aligned policies and standards.

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### 5. Responsibilities

- **IAME Leadership** will champion HSEC values and ensure this policy is integrated into the Institute's strategy and operations.
- **Members and Affiliates** are expected to align their practices with IAME's HSEC principles and participate in related programs and training where applicable.
- **Stakeholders** should collaborate with IAME in promoting continuous improvement in health, safety, environmental, and community outcomes.

### 6. Continuous Improvement

IAME is committed to regularly reviewing and improving its HSEC-related practices, drawing on industry developments, feedback, and stakeholder engagement to strengthen its contribution to a safer, cleaner, and more community-oriented automotive industry.

### 7. Monitoring and Review

The policy will be reviewed annually to ensure alignment with regulatory requirements and industry standards.

Document Control Information and History				
Version	Date	Created / Modified	Created by	Approved by
V1.0	14/03/2025	Created	Peter Blanshard Chief Executive Officer – IAME / RTO	Jeffrey Richards Chairperson: IAME Board of Directors

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