

## **Subcontractor Management Policy**

### **Policy Statement**

Aroschy is committed to working with subcontractors who share our values of safety, quality, ethical conduct, and compliance. This policy outlines how subcontractors must operate when engaged on Aroschy projects to ensure consistent standards and alignment with our legal and contractual obligations.

### **Scope**

This policy applies to all subcontractors, suppliers, and labour hire engaged by Aroschy across residential, commercial, civil, infrastructure, and landscaping projects.

### **Key Requirements**

#### **Work Health & Safety (WHS)**

- Subcontractors must comply with the *Work Health and Safety Act 2011 (NSW)*, relevant regulations, and site-specific WHS requirements.
- Safe Work Method Statements (SWMS) must be provided and approved before work commences.
- All subcontractor personnel must participate in site inductions and follow site safety protocols.

#### **Quality Standards**

- Work must comply with Australian Standards, project specifications, and Aroschy's Quality Policy.
- Defects or non-conformances must be reported and rectified immediately.
- Subcontractors are responsible for ensuring their own supply chain maintains consistent quality.

#### **Modern Slavery & Ethical Conduct**

- Subcontractors must comply with the *Modern Slavery Act 2018 (Cth)* and demonstrate fair labour practices.
- Forced labour, child labour, exploitative recruitment, and underpayment are strictly prohibited.
- All subcontractors must uphold Aroschy's Code of Conduct & Ethics.

#### **Induction & Training**

- All subcontractor workers must complete Aroschy's site induction before commencing work.
- Workers must be competent, licensed, and trained for the tasks they undertake.

### **Monitoring & Performance**

- Subcontractor performance will be monitored through site inspections, audits, and progress reporting.
- Non-compliance may result in corrective action, removal from site, or termination of contract.
- Repeat subcontractors are evaluated on past performance, safety record, and quality outcomes.

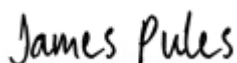
### **Responsibilities**

- **Management:** Select and engage subcontractors who meet Aroshy's standards, monitor compliance, and enforce this policy.
- **Supervisors:** Ensure subcontractors follow WHS, quality, and environmental requirements on site.
- **Subcontractors:** Comply with all legislation, project requirements, and Aroshy's policies at all times.

### **Review**

This policy will be reviewed annually or as required by legislative or project changes.

**Approved by:**



Director, Aroshy Pty Ltd  
01/10/25