




### 1. STATEMENT OF INTENT

Wallbridge Gilbert Aztec (WGA) is an Australian and New Zealand based, multi-disciplinary business that provides consulting engineering, scientific advisory, data analytics and project management services. Our ethos is based on developing long-term collaborative client relationships and delivering innovative, buildable and economical solutions.

The Directors of WGA are committed to providing an environment conducive to continuous improvement, enabling staff to develop to their full potential and ensuring quality services are provided to our valued clients.

### 2. CORE VALUES

 <p><b>We are our people</b></p> <p>We create a workplace that supports our future, we offer flexibility and empower people to do their personal best for our clients and community.</p>	 <p><b>We are in this together</b></p> <p>We strive to develop long-term collaborative relationships with clients and partners built on respect, performance, honesty, and trust.</p>	 <p><b>We find the right solution</b></p> <p>We are continually evolving to add value for our clients. We take pride in the quality of our technical skills, creating innovative solutions.</p>
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### 3. OBJECTIVES

- Ensure client satisfaction by providing the right level of quality to meet our clients' needs.
- Provide a supportive and collaborative working environment for our employees so they can enjoy what they do to create innovative solutions and quality outcomes for our clients.
- Provide training and continuous improvement so we can deliver technical excellence and create long-term collaborative relationships with our clients

Our professional standards are based on the guidelines of the relevant professional bodies and institutions including the Institution of Engineers Australia and Engineering New Zealand (Te Ao Rangahau) and their respective Codes of Ethics, and we expect staff to act with honesty and integrity at all times, following our business management systems in a responsible manner, and using sound judgement.

Our systems are based on the requirements of:

- ISO9001 – Quality Management Systems
- ISO45001 – OH&S Management Systems
- ISO14001 – Environmental Management Systems



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Ben Stapleton  
Joint Managing Director



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Nathan Silby  
Joint Managing Director

#### 4. REFERENCES

Employees are encouraged to read this policy in conjunction with other relevant WGA policies, including:

- Code of Conduct

#### 5. NOTES

In so far as this policy imposes any obligations on WGA, those obligations are not contractual and do not give rise to any contractual rights. The terms and conditions of employment intended to be contractual are set out in an employee's written employment contract.

WGA may unilaterally introduce, vary, remove, or replace this policy.

APPROVAL REGISTER					
Rev	Date	Issue/Change	Owner	Reviewer	Approver
0		Issued	JMDs	JMDs	JMDs
1		Updated	JMDs	JMDs	JMDs
2	20/08/2023	Change to branding, values and signatories	JMDs	JMDs	JMDs
3	8/04/2024	Minor updates to reflect range of services	GTM	GTSC	JMDs
4	22/07/2025	Updated based on Board review in May 2025	JMDs	WGA Board	JMDs