



**Leadership and Management Policy
TP Engineering Associates**

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1.0 LEADERSHIP AND MANAGEMENT POLICY

At TP Engineering Associates (TPEA) we are committed to achieving excellence in our operations, fostering a culture of safety, quality, and sustainability, and consistently meeting the needs and expectations of our clients, employees, and stakeholders. Our leadership team is dedicated to upholding these principles and setting an example for all employees to follow.

This Leadership and Commitment Policy outlines our commitment to leading by example and ensuring that our company operates in a responsible and ethical manner.

1.1 Leadership Commitments

- a) **Safety First:** Our leadership team is committed to the safety and well-being of our employees, subcontractors, clients, and the community. We will promote a safety culture by actively participating in safety initiatives, following safety protocols, and continuously improving safety practices.
- b) **Quality Assurance:** We will lead by example in maintaining the highest standards of quality in our construction and maintenance work. Our leadership team will support the implementation of quality control measures and ensure that all projects are completed to the highest industry standards.
- c) **Sustainability:** Recognizing our responsibility to the environment, we pledge to incorporate sustainable practices into our projects whenever possible. Our leaders will champion sustainability initiatives, such as energy efficiency, waste reduction, and green building practices.
- d) **Client Satisfaction:** Client satisfaction is paramount. We will actively engage with clients to understand their needs, provide transparent communication, and strive to exceed their expectations. Our leadership team will be accessible to address client concerns and feedback promptly.
- e) **Employee Development:** We are committed to the growth and development of our employees. Our leadership team will support training and educational opportunities, mentorship programs, and career advancement initiatives. We will foster a culture of inclusivity, diversity, and equal opportunity.
- f) **Ethical Conduct:** Our leaders will uphold the highest standards of ethics and integrity in all business dealings. We will avoid conflicts of interest and ensure fair and honest practices in procurement, subcontracting, and client relationships.

1.2 Commitment to Compliance

- a) Regulatory Compliance: We will stay informed about and adhere to all relevant laws, regulations, and industry standards. Our leadership team will set an example by complying with legal and regulatory requirements and encouraging all employees to do the same.
- b) Continuous Improvement: Our leadership team will lead the charge in identifying opportunities for improvement in our processes, safety protocols, and sustainability efforts. We will encourage innovation and embrace new technologies and best practices.
- c) Resource Management: We will responsibly manage our resources, including time, materials, and finances, to ensure the long-term success and sustainability of our company.

1.3 Communication and Accountability

- a) Our leadership team will communicate this policy to all employees and stakeholders, ensuring that it is understood, implemented, and maintained at all levels of the organization.
- b) The leadership team will regularly review the company's performance in relation to this policy and make necessary adjustments to achieve our goals and commitments.

This policy is owned by the Leadership Group of TPEA, staff, and contractors.

A handwritten signature in black ink, appearing to read 'Michael Parrello', with a long, sweeping horizontal line extending to the right.

Michael Parrello
Director
TP Engineering Associates

30/01/2025