

SHOAL QUALITY POLICY

Shoal provides concept development and systems engineering services to clients across a broad range of industries including defence, aerospace, transportation, intelligent infrastructure and emergency services.

We provide services that meet agreed client needs and applicable statutory and regulatory requirements. We do this through the application of good (ideally best) practice in systems engineering, technical project management and specialty discipline processes under our **Quality Management System (QMS)** as defined in the corporate [Quality Manual](#).

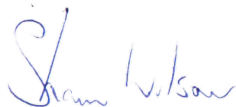
Our QMS is the foundation of our Integrated Management System (IMS), providing a framework from which all corporate functions are derived, including the Engineering Management System (EMS), Project Management System (PMS), and corporate support functions.

Our QMS will evolve over time through application and review to meet the changing needs of our business and to meet changes in applicable standards and selected process improvement approaches. Appropriate application and evolution of the QMS is the responsibility of all members of the Shoal team, coordinated by the [Quality Team](#) and managed by the [Quality Manager](#).

This quality policy is communicated throughout the company by publication on the online [Integrated Management System \(IMS\)](#), by induction and ongoing training, and via continuous dialogue between the Corporate Leadership Team (CLT) and all team members.

We review our quality objectives and this quality policy through the company strategy development and review process conducted semi-annually by the CLT. The CLT is responsible for championing the effective application of this quality policy including ongoing evolution, review and continual improvement activities, and will provide the resources necessary to achieve this.

Our enduring objective is to maintain and grow a sustainable business by investing in our people and providing a safe and enjoyable working environment. We are committed to the professional development of every staff member and delivering high quality, consistent outcomes for our clients. We aim to gain and maintain the confidence of our clients by understanding their needs and continuously improving our people, processes and tools.



Shaun Wilson

Chief Executive Officer, on behalf of the CLT

DOCUMENT NO.	REVISION	LAST REVIEWED	NEXT REVIEW	APPROVED
SHOAL-POLICY-133-2017-S012	1.0	16 Feb 2017	16 Jun 2017	16 Dec 2016
APPROVED BY: SHAUN WILSON & CORPORATE LEADERSHIP TEAM				
POLICY OWNER: CORPORATE LEADERSHIP TEAM				