

1. Purpose

Apollo Property Group is committed to delivering construction, refurbishment and fit-out services that meet client requirements, applicable standards and regulatory obligations. This Policy establishes the governance framework for quality management across Apollo’s operations and supports the consistent delivery of services that meet customer and stakeholder expectations.

This Policy forms part of Apollo’s Integrated Management System (IMS) and aligns with ISO 9001 Quality Management Systems and Office of the Federal Safety Commissioner (OFSC) expectations.

2. Scope

This Policy is approved by the Board of Apollo Property Group Pty Ltd and applies to all Apollo Property Group personnel, including employees, contractors, directors, subcontractors, labour hire, offshore resources, temporary personnel and other parties involved in or influencing the delivery of Apollo’s services.

Apollo Group Services Pty Ltd (AGS), as the employing entity, adopts and is bound by the governance and compliance framework of Apollo Property Group.

This Policy applies to all Apollo projects, operations and activities, including planning, procurement, project delivery and post-completion activities.

3. Policy Statement

Apollo is committed to providing services that consistently meet client requirements and applicable legal, regulatory and contractual obligations. Quality considerations are integrated into business planning, project delivery and operational decision making.

Apollo recognises that effective quality management relies on leadership, clear processes, risk-based thinking, workforce capability and continual improvement. Responsibility for quality outcomes is shared across the organisation and extends to suppliers and subcontractors engaged in Apollo’s activities.

4. Quality Management Framework

Apollo will implement, maintain and continually improve a Quality Management System (QMS) that includes:

- Identification and management of quality risks and opportunities across projects and operations
- Compliance with applicable laws, regulations, industry standards and contractual requirements
- Integration of quality requirements into project planning, procurement and delivery activities
- Management of non-conformances, defects and corrective actions
- Monitoring, measurement and review of quality performance and outcomes
- Use of management review processes to assess the effectiveness of the QMS
- Planned internal audits and reviews of quality systems and controls
- Document control processes to ensure quality information remains current and accessible

5. Workforce Capability and Quality Culture

Apollo supports the development of workforce capability and a culture that promotes quality outcomes. This includes training, induction and ongoing awareness activities appropriate to roles and responsibilities.

Apollo encourages risk-based thinking to identify potential errors and opportunities for improvement, as well as innovation where it supports improved quality, efficiency and client outcomes.

All Print Copies Uncontrolled	Document Identification	Classification	Document Type	Document Name	Version	Issued	Doc Owner	Approved By	Page No
	POL-001	2	Policy	Quality Policy	D	27/02/2026	SCM	BoD	1 of 2

6. Supply Chain and Subcontractors

Apollo will engage with suppliers and subcontractors to communicate quality requirements and expectations relevant to their work. This includes promoting compliance with Apollo’s policies, procedures and project requirements, and supporting consistent quality outcomes across the supply chain.

7. Governance, Roles and Responsibilities

Board of Directors

The Board has ultimate accountability for quality governance and oversight, including ensuring appropriate systems and resources are in place to support effective quality management.

Officers

Officers exercise due diligence by ensuring quality risks are identified, managed and monitored, and that the Quality Management System is effectively implemented.

HSEQ Manager

The HSEQ Manager is responsible for coordinating and overseeing the implementation and ongoing operation of Apollo’s Quality Management System, including providing specialist advice, supporting quality risk management, monitoring performance, and driving continual improvement initiatives.

Workers and Other Persons

All workers and other persons engaged in Apollo’s activities are expected to comply with this Policy and associated procedures, follow reasonable instructions, and contribute to quality outcomes through their work.

8. Objectives, Monitoring and Continuous Improvement

Apollo will maintain quality objectives and performance measures aligned with its activities, risks and client requirements. Performance is monitored through audits, reviews, defect and non-conformance management, customer feedback and management review processes.

Apollo is committed to continual improvement of quality performance through the review of outcomes, corrective actions, lessons learned and changes in client, regulatory or organisational requirements.

This Policy and the Quality Management System will be reviewed at least annually, or sooner if required due to changes in operations, organisational structure or quality risk profile.

Authorised by



Leon Bowes
CEO & Chairman

All Print Copies Uncontrolled	Document Identification	Classification	Document Type	Document Name	Version	Issued	Doc Owner	Approved By	Page No
	POL-001	2	Policy	Quality Policy	D	27/02/2026	SCM	BoD	2 of 2