



MAGNUM CONSTRUCTION SERVICES INC.

ANNUAL CORPORATE OBJECTIVES & KEY PERFORMANCE INDICATORS (KPIs)

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1. PURPOSE

This document defines the **annual corporate objectives** and **Key Performance Indicators (KPIs)** for **Magnum Construction Services Inc. (MCS)**. It aligns the company’s strategic goals with measurable outcomes in **Safety, Quality, Environmental Stewardship, Financial Health, and Operational Excellence**, forming the foundation for continual improvement within the Integrated Management System (IMS).

2. SCOPE

Applies to all corporate departments, divisions, and project sites under Magnum’s control. KPIs are reviewed quarterly by the **Executive Leadership Team (ELT)** and **Corporate Governance Committee** to measure progress, drive accountability, and identify improvement opportunities.

3. GOVERNANCE STRUCTURE

Role	Responsibility
Executive Director / CEO	Approves annual objectives and ensures strategic alignment.
President / Managing Partner	Oversees execution and resource allocation.
Corporate QHSE Director	Tracks Safety, Quality, and Environmental KPIs.



Role	Responsibility
Finance Director (CFO)	Tracks Financial and Operational KPIs.
Department Heads / Project Managers	Implement improvement actions and report monthly progress.

4. ANNUAL CORPORATE OBJECTIVES (FY 2026)

Strategic Objective	Description	Linked ISO Clause
Zero Harm Work Culture	Achieve Zero Lost-Time Incidents (LTIs) across all projects.	ISO 45001 – 8.1 & 10.3
Quality First Execution	Deliver 100% of projects on time, on budget, and defect-free.	ISO 9001 – 8.5 & 9.1
Environmental Sustainability	Reduce site waste to landfill by $\geq 20\%$ and increase recycling rates to $> 80\%$.	ISO 14001 – 6.1 & 10.2
Financial Resilience	Maintain operational profit margin $> 12\%$ and positive cash flow per quarter.	ISO 9001 – 9.3
Client Satisfaction	Achieve $\geq 90\%$ positive client feedback on project close-outs.	ISO 9001 – 9.1.2
Workforce Development	Train 100% of employees in safety, leadership, and ethics programs.	ISO 45001 – 7.2 & 7.3
Digital Transformation	Implement digital QA/QC and Safety reporting systems on all active projects.	ISO 9001 – 7.1.6

5. KEY PERFORMANCE INDICATORS (KPIs)

5.1 Safety Performance Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Total Recordable Incident Rate (TRIR)	≤ 0.50	OSHA 300 logs / Hours worked	Corporate Safety Director
Lost Time Injury Frequency Rate (LTIFR)	0.00	Incident reports	Project Managers / HSE
Near Miss Reporting Rate	≥ 1 per 10 workers per month	Site logs	Field Supervisors
Safety Training Compliance	100%	Training roster review	HR / Safety Dept.
Audit Corrective Action Closure	> 95% within 30 days	Audit tracker	Quality & HSE Directors

5.2 Quality Performance Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Rework Cost % of Revenue	< 1%	Cost reports	Project Controls Mgr.
Non-Conformance Report (NCR) Closure	> 95% within 15 days	NCR log	QA/QC Mgr.
Client Satisfaction Score	≥ 90%	Client survey	Exec Director / PM
Document Control Compliance	100%	Internal audits	Document Control Coordinator



5.3 Environmental Performance Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Waste Recycling Rate	≥ 80%	Waste disposal records	Env. Mgr.
Spill Incidents > 1 Gal	0	Incident log	Site Superintendents
Energy Usage Reduction	5% per year	Utility bills	Facilities Mgr.
Environmental Audit Compliance	100%	ISO 14001 audit	Env. Mgr.

5.4 Financial & Operational Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Gross Margin	≥ 12%	Financial statements	CFO
Cash Flow Per Quarter	Positive	Finance tracking	CFO
Project Schedule Adherence	> 90% on-time	Primavera P6 / PM reports	PM / Ops Mgr
Change Order Cycle Time	≤ 10 days	Contract log	Contracts Mgr

5.5 Workforce & Training Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Employee Turnover Rate	< 8%	HR records	HR Director
Annual Training Hours per Employee	≥ 40	LMS reports	HR Director

KPI	Target 2026	Measurement Method	Responsible Party
Leadership Succession Plan Coverage	100% of key roles	HR matrix	Exec Team

6. MONITORING & REPORTING

- KPI results are reviewed **monthly** by department heads and reported **quarterly** to the ELT.
 - Significant deviations trigger a **Corrective Action Plan** with defined owners and timelines.
 - The Corporate Performance Dashboard consolidates all metrics for real-time visibility.
 - Annual results are summarized in the **Management Review Report (MCS-CORP-09)** and **ESG Performance Summary**.
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7. CONTINUAL IMPROVEMENT

Each KPI is evaluated for relevance, accuracy, and impact during the annual review cycle.

Targets are raised annually to encourage progress toward world-class performance benchmarks.

8. DOCUMENT CONTROL

- Controlled under the Records Management Policy (MCS-ADM-04).
 - Reviewed and updated annually by the Executive Leadership Team.
 - Retained for a minimum of five (5) years as part of corporate audits and client pre-qualifications.
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9. APPROVAL SIGNATURES

Approved By	Title	Signature	Date
Michael Gaya	Executive Director / CEO	_____	_____
Anthony Magadino	President / Managing Partner	_____	_____
Corporate Quality & EHS Director		_____	_____