

Workplace Health & Safety Policy (POL1000)

1 Overview

The Company is committed to a **Zero Harm** culture. We aim to conduct business in a manner that prevents injury or illness to employees, visitors, contractors and the public who may be impacted by our work activities. We encourage best practice in health and safety management, process safety and a continuous improvement culture.

The purpose of the Company Workplace Health & Safety Policy is to clearly state the level of commitment and responsibility that the Company shall demonstrate in meeting our obligations as required by ISO 45001:2018 and all relevant state and federal legislation and other applicable Australian Standards.

The Company provides services to a broad range of clients across Australia and abroad and works in diverse industrial and business environments and jurisdictions.

2 Scope

The Company has adopted the requirements of ISO 45001:2018 Occupational Health and Safety Management Systems. These are articulated and documented by the Company Quality Management System (QMS). The QMS provides the documented information required to meet the standards, legislation, and expectations of interested parties.

This policy applies to all company business activities, workplaces, project worksites, employees and, where appropriate, contractors and sub-contractors of the Company.

3 Work Health & Safety Values

The Company is committed to ensuring a safe and healthy work environment for all. The following key health and safety values guide our approach to all work-related activities.

- No task is more important than the health and safety of people;
- Plan to achieve a Zero Harm workplace culture;
- A safe working culture and environment is the responsibility of everyone;
- Proactive reporting and investigation of incidents, communication and consultation is fundamental to improvement.

4 Work Health & Safety Objectives

A safe working culture is the responsibility of everyone. This is achieved through the cooperative efforts of management, employees, clients, and the community working together. The Company shall provide employees with ongoing guidance and training in the identification, assessment and control of workplace risks and hazards, and occupational health and wellbeing issues.

The Company is committed to establishing and maintaining a health and safety culture which meets or exceeds legislative and other standards. The Company will:

- Establish a target of Zero workplace injuries and illnesses;
- Incorporate WHS as an integral component of the Quality Management System;
- Establish clear WHS processes for communication and consultation with interested parties;
- Identify, monitor, investigate report and respond to all workplace health and wellbeing issues;
- Ensure all workers have access to, and are appropriately trained, to undertake their work safely;
- Provide a framework for workplace health and safety system review.

The Company undertakes to meet our legal and statutory requirements under relevant WHS legislation and the requirements of ISO 45001:2018 Occupational Health and Safety Management Systems.

Signed: 
(John Watts – Chief Executive Officer)

Date: 13/01/2026

