# WORK HEALTH AND SAFETY POLICY

Worker and community safety, health and wellbeing are at the heart of our operations.

We believe that a safe and healthy workplace is fundamental to the wellbeing of our workforce and the communities in which we operate. Our commitment extends beyond compliance, focusing on proactive measures to create an environment where safety is a shared responsibility.

By fostering a culture of accountability and awareness we integrate safe practices into daily actions and decisions. Our goal is to empower every individual to take responsibility for their safety and to contribute to the safety of others.

This policy applies to all individuals engaged directly with or acting on our behalf, including employees, contractors, labour hire personnel, volunteers and visitors.

## OUR COMMITMENT

As a business, we aim to (so far as is reasonably practicable):

- Provide accessible and adequate resources, facilities, support and assistance to meet health and safety commitments.
- Commit to the elimination of hazards and the reduction of all WHS risks by actively identifying, assessing and controlling any hazards associated with our activities to as low as reasonably practicable.
- Protect our workers' psychological and physical health and safety.
- Comply with statutory and regulatory requirements and contractual commitments.
- Provide and maintain healthy and safe workplaces, plant and structures, and systems of work.
- Provide information, training, instruction and supervision necessary to protect all workers from risks to their health and safety arising from work activities.
- Investigate incidents, assign corrective actions to minimise reoccurrence and communicate learnings.
- Conduct emergency drills and maintain action plans to ensure that workers are prepared to respond in times of crisis.
- Ensure that all workers are inducted into our safety culture and provided with the knowledge to return home safely at the end of each day.
- Establish clear and measurable targets and systematically monitor metrics to identify areas of improvement to drive continuous evolvement of operational performance and systems.

**David Hong**
Executive Director
05/02/2025

**Nick Bucciarelli**
Executive Director
05/02/2025