

OCCUPATIONAL HEALTH AND SAFETY POLICY

RESPONSIBILITIES

As part of our commitment to achieving the highest standards of health and safety in our workplace, we recognise our moral and legal responsibility to provide a safe and healthy work environment for employees, contractors, customers and visitors. This commitment also extends to ensuring that our operations do not place the local community or environment at risk of injury, illness or damage.

AIMS AND OBJECTIVES

Through a commitment and dedication to set procedures we will:

- Provide and maintain safe and healthy workplaces, safe plants and systems of work
- Provide written procedures and instructions to ensure safe work practices
- Ensure compliance with legislative requirements, current industry standards and other requirements placed on the business
- Provide such information, instruction, training and supervision to employees, contractors and customers as is necessary to ensure their continued health and safety and
- Provide support and assistance to employees and involve them in consultation on safety issues.

We will establish and maintain a Management System modelled on the Australian and International Standards ISO 9001:2015, Standard ISO 45001:2018 and ISO 14001:2015.

We recognise that the overall responsibility and commitment to provide a safe workplace rests with management, and as such, they will be held accountable for the implementation of this Policy. The commitment and responsibility include:

- Conducting regular management review meetings to establish measurable objectives and targets and to ensure continued improvement in the elimination of work-related injuries and illnesses
- Ensuring that all OHS policies and procedures are documented, reviewed, implemented, maintained and communicated to all employees and
- Providing adequate resources to meet these OHS commitments.

Employees also have responsibilities, some of which include:

- Following all OHS policies and procedures; and
- Recognising hazards which may affect the health and safety of themselves, others, or the environment.

We are committed to encouraging consultation and cooperation between management and employees and will formally involve elected employee health and safety representatives in any workplace change or any matters that may affect the health and safety of employees in the workplace



Mark Hughes

Managing Director, August 2025