

We are committed to ensuring the health, safety, and welfare of our employees and workers as well as others affected by our activities. Our aim is to prevent all psychological and physical injuries and occupational illnesses arising from our work.

We will achieve this through the development, implementation and maintenance of an effective Work Health and Safety Management System (WHSMS) that meets the requirements of **AS/NZS ISO 45001:2018** Occupational health and safety management systems — *Requirements with guidance for use*.

The WHSMS instructs and supports our employees, workers and others to:

- create and adopt a positive workplace health and safety culture where psychological and physical health and safety is a fundamental part of our operations,
- identify, assess, and manage risk to all our workers and others affected by our activities,
- provide and maintain safe and healthy working conditions to prevent work-related injury and ill health,
- ensure continuous improvement in work health and safety, through regular examination of all activities, practices, and incidents
- ensure ongoing monitoring and auditing of the WHSMS and periodic management reviews,
- meet all relevant legislative and regulatory requirements to reflect our commitment to best practice and the welfare of our workers and others affected by our activities,
- establish measurable objectives and targets to ensure continual improvement aimed at eliminating work-related injury and ill health,
- provide appropriate information, instruction, training and supervision of all employees, workers and others affected by our activities,
- consult with all employees, workers, clients, and suppliers to enhance the effectiveness of the WHSMS and increase awareness of health and safety,
- effectively implement this policy through consultation, communication, continual improvement, and cultural change.