

# WORK HEALTH & SAFETY POLICY

Our team is our most important asset, and their health, safety and wellbeing are our greatest responsibility.

Because we are serious in our approach to developing, implementing, documenting, and maintaining a progressive management system, we are committed to

- Comply with the relevant State OHS Acts and supporting OHS Regulations and any other requirement that may be required:
- Maintain and set OH&S objectives, continually improve the Integrated Management System that is compliant with ISO 45001.
- Undertaking an annual review of the Integrated Management System:
- Consult and include the participation of workers, and where they exist, workers’ representatives in decision-making process through regular communication, consultation, and training.
- Ensure all workers are adequately trained on health and safety in relation to the work they perform.
- Providing a safe and healthy working condition for the prevention of work-related injury and/or ill health and to the specific nature of our OH&S risks and OH&S opportunities
- Making health and safety an integral part of every managerial and supervisory position.
- Ensuring health and safety is considered in all planning and work activities.
- Eliminate hazards and reduce the OH&S risks on site and within the office.
- Minimization/elimination of work-related illness and injury
- Providing effective injury management and rehabilitation for all our employees.

This policy is owned by the senior management team, and it establishes a framework for a consultative approach to the establishment of objectives and targets designed to promote continual improvement of our practices and performance. The Integrated Management System(IMS) satisfies the requirements of ISO 45001.

This policy will be communicated to all employees and made available to the public.



Josh Koistinen  
 Managing Director  
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