



WORK HEALTH & SAFETY POLICY

Integrated Management System

SAF-PS-01

The Hi-Quality Group is committed to providing and maintaining a safe and healthy work environment for everyone in the workplace. Work Health and Safety is an integral part of our everyday activities and this is achieved by leadership, accountability, consultation, education, awareness and worker's participation.

Our work health and safety policy objective is to ensure that the safety and health of our employees, contractors, visitors and stakeholders is a priority in our efforts to achieve an injury free work environment.

To achieve this, we are committed to:

- ✓ The prevention and elimination of work-related injury and illness.
- ✓ The provision of a safe and healthy working environment for our people, subcontractors, and visitors together with the wider community and members of the public on which our activities may impact.
- ✓ The establishment, implementation and maintenance of our Work, Health and Safety Management System in accordance with AS/NZS 45001.
- ✓ The management of risk to health and safety in the workplace.
- ✓ Continual improvement.

To achieve this, we will:

- ✓ Set measurable safety and health objectives and targets to measure our performance and identify opportunities for improvement and to ensure that this policy remains relevant to our business and stakeholders.
- ✓ Identify, evaluate, and manage all hazards that flow from the work we do.
- ✓ Aim to comply with relevant Work Health and Safety legislation, standards and codes of practice.
- ✓ Maintain a workplace culture that fosters behaviour amongst our people that we are all responsible for our own safety and health and that of our fellow workers.
- ✓ Promote fitness for work.
- ✓ Provide induction and training for our people.
- ✓ Consult and engage with all our workers at every level to demonstrate and reinforce our commitment to the health and safety of the business.
- ✓ Implement a safety incentive program that recognises and rewards employees for "Safe Work Behaviours" that fosters and maintains excellence in safe work practices.

While management provides this commitment, it is essential that everybody understands that the responsibility and accountability for workplace safety is owned by all of us.

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