

AUSPOL-001 HEALTH & SAFETY POLICY

PURPOSE:

To ensure compliance with our moral, legal and ethical 'duty of care' to provide a safe and healthy work environment for workers, contractors, sub-contractors, suppliers, clients and visitors at any work site under our direct control. This is extended to include members of the public and anyone who may be impacted by our operations.

OBJECTIVE:

To achieve a safe and healthy working environment and culture within AusLinc Pty Ltd by providing clear and consistent information, support and training to achieve the commitment and cooperation of its management, workers, contractors, sub-contractors and visitors on any site under our control or at any other time when acting on behalf of, or representing, the Company.

AusLinc Pty Ltd will:

- comply with all relevant Health & Safety legislation including Australian Standards and Codes of Practice;
- set and monitor measurable health and safety objectives and targets;
- develop and integrate a Health & Safety Management Plan in alignment with AS/NZS ISO 45001:2018 (Occupational health and safety management systems);
- identify all hazards, assess risk level and implement the required controls using the Risk Matrix and Hierarchy of Control methods;
- provide sufficient financial and physical resources, including training and PPE, to ensure the effective implementation of the Health and Safety Management Plan;
- ensure all hazards, incidents and near misses are promptly reported and investigated without fear of recrimination against those reporting the issues;
- acknowledge that health and safety relate equally to both physical and mental health matters;
- implement and review control measures to eliminate, or minimise, the risk of re-occurrence and ensure that the controls have addressed the issue effectively and no additional hazard has been created;
- proactively monitor the workplace to ensure controls are maintained and transient hazards are identified using self-checks, internal audits and external audits following an Audit Schedule;
- actively and regularly consult and communicate with all stakeholders to improve decision making on HSE and related matters;
- develop, implement and review safe work procedures and distribute to the relevant workers, contractors and subcontractors during regular toolbox meetings;
- inform, instruct, train and supervise workers, contractors, sub-contractors, suppliers, clients and visitors to ensure a safe working environment;
- support and assist workers in effective injury prevention, management, rehabilitation and return to work.

RESPONSIBILITIES

- The Managing Director is accountable for the Company's compliance with this policy and must demonstrate due diligence in all HSE matters.
- The HSE Compliance Officer is responsible for ensuring this policy is maintained and current versions available.
- All line managers and supervisors are responsible for ensuring the correct procedures are implemented.
- Employees, contractors, sub-contractors and suppliers are responsible for:
 - working safely to ensure their own safety and health; and
 - making sure their actions do not cause injury or harm to themselves or others; and
 - following Company written instructions on safety and health; and
 - asking for assistance if they do not understand the information; and
 - taking care of any equipment (PPE) in the way instructed and reporting any concerns about it; and
 - reporting any hazards, injuries or ill health to the relevant supervisor; and
 - cooperating fully with AusLinc Pty Ltd when something needs to be actioned.
- All workers must declare themselves to be fit for work, unimpaired by fatigue, drugs or alcohol, before every shift

RELATED COMPANY WRITTEN INSTRUCTIONS

- AUSPRO-001 Fit for Work
- AUSPRO-002 Fatigue Management
- AUSPRO-005 Accident, Incident & Near Miss Reporting
- AUSPRO-010 Remote or Lone Worker
- AUSPRO-011 Injury Management & RTW
- AUSPRO-012 Emergency Management
- AUSPRO-015 Hazard Identification & Risk Management
- AUSDOC-098 HSEQ Management Plan

COMMITMENT

This policy is fully approved and supported by the AusLinc Pty Ltd management and reviewed on an annual basis, or earlier if changes are required based on changes to legislation or company operating standards.

Approved by: Craig Tait

MANAGING DIRECTOR: C Tait Date: 01/12/2024