

WORK HEALTH AND SAFETY POLICY

## Obligations

Management is firmly committed to a policy enabling all work activities to be carried out safely, and with all possible measures taken to remove (or at least reduce) risks to the health, safety and welfare of workers, contractors, authorised visitors, and anyone else who may be affected by our operations.

All workers are committed to ensure Sthiraa's comply with the Work Health and Safety Act 2012, the Work Health and Safety Regulations 2012 and applicable Codes of Practice and Australian Standards as far as possible.

## Responsibilities

### Management:

Will provide and maintain as far as possible:

- a safe working environment.
- safe systems of work.
- plant and substances in safe condition.
- facilities for the welfare of workers.
- information, instruction, training and supervision that is reasonably necessary to ensure that each worker is safe from injury and risks to health.
- a commitment to consult and co-operate with workers in all matters relating to health and safety in the workplace.
- a commitment to continually improve our performance through effective safety management.

### Workers:

Each worker has an obligation to:

- comply with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment.
- take reasonable care of the health and safety of themselves and others.
- wear personal protective equipment and clothing where/when necessary.
- comply with any reasonable directions given by management for health and safety.
- not misuse or interfere with anything provided for health and safety.
- report all accidents and incidents on the job immediately, no matter how trivial.
- report all known or observed hazards to their supervisor or manager.

We expect visitors and contractors to:

- ensuring their own personal health and safety, and that of others in the workplace
- complying with any reasonable directions (such as safe work procedures, wearing personal protective equipment) given by management for health and safety

## Application of this policy

We seek the co-operation of all workers, customers, and other persons. We encourage suggestions for realising our health and safety objectives to create a safe working environment with a zero-accident rate.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

### Consultation

Name	Position	Date	Signature	Note

### Revision History

Revision	Author	Description	Revision Date
A	Benoit Dussault	First issue	2023/10/04

### Approval

Name	Position	Date	Signature