

WORK HEALTH SAFETY POLICY

Engenco Limited and its Subsidiaries (the Company) is committed to providing a safe and healthy workplace, protecting employees, contractors and visitors from injury or illness and promoting general health and wellbeing of all personnel. We aim to achieve this through actively pursuing a “Make Safe” culture that encourages the identification and reporting of hazards, unsafe acts and near misses, so as to drive the proactive mitigation and control of associated risks, along with encouraging personal ownership of safety responsibilities.

The Company will aim to achieve its objectives through:

- Establishing a safety culture around personal responsibility where all personnel are actively engaged.
- Provide methods and processes so that personnel do not undertake a task or unsafe act that could cause harm to themselves or others.
- Provide a framework of safety policies and procedures so that responsibilities are clearly understood and acknowledged via training, inductions and tool box talks, coupled with competent workplace supervision.
- Establishing and implementing safety objectives and targets, and the regular review of Business Unit performance against objectives.
- Maintain and continually improve the WHS Management System aligned with the elements and principles of ISO 45001.
- Compliance with legislative requirements including Acts, regulations, standards and codes of practice.
- Providing employees with systems of work, and a safe working environment where workplace hazards are identified, associated risks assessed and action taken to eliminate or control those risks as far as is reasonably practicable.
- Fostering a consultative approach with employees and other stakeholders, including customers, in the development of relevant health and safety systems.
- Encouraging a culture of cooperation, initiative and personal responsibility resulting in improved health and safety performance.
- Methods of hazard identification, risks and safety controls are reviewed in a consultative manner that encourages the submission of suggestions for improvement.
- Promoting and participating in the “Make Safe” initiatives and culture that encourages accurate and timely reporting of incidents, injuries, hazards, unsafe acts and near misses including investigating and taking effective corrective action.
- Empower personnel regarding their accountabilities for their own safety and that of others.

This policy is applicable to all Business Units within the Engenco Group.

All employees, contractors and visitors must be made aware of this policy and are required to comply, failure to do so will be considered a serious breach and may result in disciplinary action or lead to their removal from site.



Kevin Pallas
Chief Executive Officer
Engenco Limited
February 2021
Review Date: February 2023