

### 1. STATEMENT OF INTENT

WGA considers safe and healthy work to be of vital importance to our people.

Our goal is to prevent harm to our people and others associated with our activities by actively managing risk associated with hazards within our work and working environments.

To achieve this goal, we commit to:

- Complying with statutory and regulatory requirements.
- Continuously improving our capacity for preventing physical and psychological harm to our people.
- Having zero tolerance towards discrimination, bullying and harassment, including sexual and gender-based harassment.
- Creating a mentally healthy workplace, including promoting wellbeing, and supporting individuals to seek help
- Identifying, assessing, eliminating or controlling hazards and risks to health and safety.
- Regularly monitoring and evaluating control measures to ensure they are effective.
- Ensuring all members of WGA have the opportunity to participate in and contribute to the decision-making processes in matters affecting their health and safety at work.
- Providing information, instruction, training and supervision to all members of WGA to safely carry out their responsibilities.
- Ensuring an understanding of our client's safety-related needs and expectations.
- Our WHS system being based on ISO 45001:2018.

We will regularly review our approach to ensure it is effective and seek to continually improve the management plan and our WHS Management System.



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Ben Stapleton  
Joint Managing Director



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Nathan Silby  
Joint Managing Director

## 2. REFERENCES

Employees are encouraged to read this policy in conjunction with other relevant WGA policies, including:

- Code of Conduct
- Conduct and Performance Management Policy
- Workplace Behaviours Policy

## 3. NOTES

In so far as this policy imposes any obligations on WGA, those obligations are not contractual and do not give rise to any contractual rights. The terms and conditions of employment intended to be contractual are set out in an employee's written employment contract.

WGA may unilaterally introduce, vary, remove, or replace this policy.

APPROVAL REGISTER					
Rev	Date	Issue/Change	Owner	Reviewer	Approver
0		Issued	JMDs	JMDs	JMDs
1	01/09/2022	Review and Rewrite	JMDs	JMDs	JMDs
2	17/08/2023	Review and Rewrite	Group WHS Lead	JMDs	JMDs
2	13/09/2024	Reviewed no changes	Group WHS Lead	ELT	JMDs