

## Occupational Health and Safety Policy

WorkPac promotes open communication and transparency in all aspects of their business and recognises Occupational Health and Safety as an integral part of its and its clients' business. We believe no business priority comes before safety.

We strive to continually improve our processes and manage change through effective communications, monitoring of activities, recognising opportunities and implementing changes when needed.

### We are committed to:

- The health and safety of our employees;
- Supporting the health and safety of our clients' employees;
- Addressing our legislative obligations and requirements as a minimum standard; and
- Developing a systematic approach on safety issues to ensure compliance and achieve performance improvements. This includes regular audit and reporting on performance;
- Actively participating in establishing Occupational Health and Safety standards on any site in partnership with the client to maintain a minimum standard for that site.

### The WorkPac Management Team, following direction from the WorkPac Board of Directors:

- Creates an environment where there are no barriers to involvement at any level;
- Establishes health and safety targets and objectives;
- Monitors performance; and
- Provides adequate resources to ensure WorkPac achieves industry best safety standards.

We encourage our Field Team Members to be active in observing and suggesting changes in the workplace to reduce the risks and hazards and enhance their safety performance.

We accept responsibility for the provision of competent people who demonstrate an essential knowledge of Occupational Health and Safety.

We expect all employees to accept responsibility for their actions, report unsafe acts and conditions, and behave in a manner than reflects safe work practices.

Whenever illness or injury results in a disability to an employee, WorkPac will manage their rehabilitation process to facilitate their early return to gainful and meaningful employment.

Signed:



**HAMISH GRIFFIN**  
**Chief Executive Officer**

WorkPac  
4<sup>th</sup> September 2023