

Purpose

Water Industry Solutions (WIS) is committed to providing a safe, healthy and sustainable work environment for our employee's, contractors, clients and extends to the local community at risk.

This Policy provides a high level framework that supports WIS to achieve a safe and healthy work environment, building a safety culture where health and safety is foremost in what we do and how we operate.

Principles - WIS Responsibilities

To maintain a safe and healthy workplace for all those associated with the company, WIS will:

- Develop a planned and systematic approach to the management of work health and safety and injury prevention
- Develop, implement and maintain procedures for hazard identification, risk assessment and control covering all of our activities, and of those who we may influence
- Exercise due diligence to ensure compliance with all legislative instruments, codes and standards while pursuing the highest reasonably practicable standards of health safety and wellbeing across our workplaces
- Maintain and communicate written procedures and instructions to ensure safe systems of work
- Establish and pursue health and safety objectives and targets that focus on continually improving management performance by eliminating or minimising risks of work illness or injury
- Provide resources to ensure the successful implementation of the *OHS Management System* with information, training and supervision
- Ensure ongoing consultation, communication and engagement with employees and stakeholders that encourages a culture and freedom to raise concerns that enable health and safety to be a normal component of WIS work practices and contribute to continuous improvement of our OHS system
- Provide resources, equipment and materials in view of proper risk management, fitness for purpose, user safety, and appropriate to our operations
- Provide occupational rehabilitation for injured/ill employees without prejudice or disadvantage, ensuring that effective return to work plans are developed and implemented
- Identify competencies required for the establishment and management of a safe and healthy workplace, and ensure such competencies are always retained

Principles – Worker Responsibilities

Our employees, contractors and visitors have a duty to:

- Take reasonable care of their own health and safety and that they do not adversely affect the health and safety of other persons
- Maintain the work environment in a safe condition and encourage others to undertake safe work practices
- Comply with any health and safety policy, procedure or practice, and cooperate with any reasonable instruction
- Report all hazards and incidents as soon as practicable
- Actively participate, consult and cooperate in supporting the infusion of a culture based on a safe and healthy workplace

A handwritten signature in black ink, appearing to be "MLJ".

Peter Barwick
Director
April 2025

