

Workplace Health and Safety Policy

Synergex Project Services Pty Ltd (The Company) has developed the following policy to create a safe and healthy workplace(s). This policy outlines the rules, responsibilities and procedures for providing a safe and healthy work environment for all our employees, contractors and visitors to the workplace

The aim and necessity of ensuring that health and safety are prioritised above all other business considerations are embedded in the Company's corporate direction, recognising that strong compliance underpins good business outcomes.

The importance of safety is reflected in our strategic planning, with the organisation continually identifying, assessing, evaluating, and controlling safety in the workplace.

Synergex Project Services achieves its commitment to managing workplace health and safety through the implementation and ongoing maintenance of an Integrated Management System that meets the requirements of **ISO 45001:2018 Occupational Health and Safety Management Systems**.

Synergex Project Services has an integrated management which includes:

1. **Compliance Obligations**

Operating practices which adopt and promote the provision of the Work Health and Safety act 2011 and Work health and safety regulation 2011 with significant importance placed in the areas of hazard and risk management and injury prevention.

2. **Training and Compliance**

A provision for providing necessary training, instruction and information to all employees, subcontractors and third parties at all Synergex managed worksites to ensure their health and safety.

3. **Communication**

A commitment to communicate our safety policy to employees, subcontractors, clients, and the community through internal meetings, toolbox talks, correspondence, emails, newsletters, and our website.

4. **Leadership**

A commitment to providing strong leadership and accountability in setting the safety direction and establishing measurable objectives and targets.

5. **Incident Management**

A commitment to achieving an accident, injury and incident free workplace ensuring employees, subcontractors and third parties are regularly encouraged to report all incidents.

6. **Leadership Accountability**

A commitment to making workplace health and safety a core responsibility of all supervisory and management roles, with senior leadership providing the necessary resources to support an Integrated Management System aligned with **ISO 45001:2018**.

This policy applies to all activities, products, and services within the defined scope of Synergex's Workplace Health and Safety Management System

Authorised by

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Managing Director
Synergex Project Services