

## WORKPLACE HEALTH AND SAFETY POLICY

### OUR POLICY

Gradco shall provide a healthy and safe working environment for all persons influenced by our operations - including employees, contractors, subcontractors, and third parties visiting company workplaces. Gradco shall manage its Civil Construction, Mining, Road Works and Earthmoving operations and activities, whilst complying with all applicable legislative requirements.

Gradco will manage its activities using an Integrated Management System, approved by the CEO, and coordinated across the company by the General Manager. Gradco promotes continual improvement of our workplace and management system by setting measurable health and safety objectives and targets and assessing our achievements at regular intervals. Gradco will apply the principles of hazard identification, risk assessment and control to all aspects of its business to provide a safe working environment. Gradco will provide the information, instruction, training, and supervision necessary to ensure that employees are safe from injury or risk to health.

Gradco expects all employees and contractors to work in accordance with the health & safety standards applied and directions given by Gradco, the relevant legislation and relevant codes of practice. Management, employees, and contractors have a duty of care to themselves and others to ensure risks are identified and hazards controlled to minimise workplace incidents. Employees and contractors must take reasonable care to protect the health and safety of themselves and others, they must identify and communicate any health and safety issues to Gradco Management, and they must maintain all equipment in a safe and reliable condition.

### OUR POLICY OBJECTIVES

- Maintain certification of our Integrated Management System to **AS/NZS ISO 45001:2018**
- Develop and maintain a "Zero Harm Culture"
- Comply with all applicable WHS Laws, Regulations, Codes of Practice, and client WHS Policies
- Provide resources within the IMS to systematically identify workplace hazards, assess workplace risks and eliminate or minimise those risks using the hierarchy of control
- Continually improve employee health and safety awareness, communicate fit for work requirements, and ensure our workers have received training and instruction in assigned tasks
- Encourage a positive and transparent culture of mutual consultation and communication by ensuring Gradco management consults and communicates with employees and contractors on matters likely to affect their health and safety at work
- Monitor the effectiveness of the Integrated Management System and review progress towards achieving Gradco WHS Objectives and Targets
- Ensure our employees, contractors, suppliers, and visitors operate in accordance with this Policy
- Review this Policy every three years and communicate any changes to all employees & contractors

Authorised by

Oliver Diprose CEO



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