

# Workplace Health and Safety Policy

Onetide is committed to safety in design and ensuring the health and safety of all staff members and others that may be affected by our work activities. This includes the elimination of workplace injury and illness by complying with WHS legislation, health department requirements, demonstrating due diligence and the application of best practice strategies for our industry.

***This is achieved through:***

- Complying with statutory requirements, codes, standards including ISO45001 and guidelines;
- Setting up objectives and targets with the aim of eliminating work related incidents in relation to our activities, products and services;
- Defining roles and responsibilities for occupational health and safety.

***Strategies will include:***

- Continuous improvement of the effectiveness of the IMS;
- Monitoring progress toward achieving our quality objectives through the use of the Improvement Register, annual Management Review meetings and taking further preventative actions, as necessary;
- We will set and regularly review measurable, realistic, and achievable health and safety objectives;
- Ensuring occupational health and safety management principles are included in all organisational planning activities;
- Providing ongoing education and training to all of our employees;
- Consulting with employees and other parties to improve decision-making on occupational health and safety matters;
- Ensuring incidents are investigated and lessons are learnt within the organisation;
- Providing an emergency response program;
- Providing enough resources to ensure occupational health, safety and environment is a central part of the organisation;
- Ensuring effective injury management and rehabilitation is provided to all employees;
- Provision of adequate facilities for the welfare of staff members.

The Management Team is responsible for implementing this and other policies as an integral part of their accountabilities. They may delegate their WHS duties and activities, but not abdicate their responsibilities.

Employees have an obligation to take reasonable care of the health and safety of themselves and others, and to cooperate and comply with reasonable policy, procedures and instructions. All staff are authorised and expected to stop work and immediately notify their supervisor if a task is likely to impact the health and safety of themselves or others. The Work, Health and Safety Policy shall be reviewed at least annually in consultation with staff.

Signed: 

Date 2 January 2025

Chief Operating Officer - Onetide Enterprises Oceania Pty Ltd