

COMPANY OCCUPATIONAL HEALTH AND SAFETY POLICY

Chris Smith & Associates is committed to managing Occupational Health and Safety (OH&S). To continually improve the health, safety, and well-being of all people in the workplace and worksites, we take a preventive and planned hazard identification and risk management approach.

Our objective is to achieve an environment of no harm across all our workplaces and on our worksites.

PRINCIPLES:

- Our OH&S system supports and assists achievement of the overall core health, safety, and well-being values and directions of CS&A.
- Our OH&S policy is displayed within our company and available to all interested parties. It is reviewed regularly to ensure it reflects changes to legislation, industry practice, company development and remains relevant and appropriate to Chris Smith & Associates.
- Our OH&S policies and process documentation are in place to protect the health, safety, and well-being of all employees, clients, and visitors.
- Management may take disciplinary action when staffs disregard health & safety procedures and practices. This may lead to dismissal.

The objectives of this policy are to ensure:

1. *Our organisation-wide knowledge and understanding of our Managing Director and Leadership team's commitment to improve our employees' health safety and well-being through planning, setting objectives, allocating resources and evaluating outcomes.*
2. *The identification and reduction of risks of work-related injuries and illnesses through proactively monitoring work practices and implementing mandatory training for all staff.*
3. *All hazards and risks to health, safety, and well-being are identified, assessed and controlled. Outcomes are monitored and reviewed through the company's Integrated Management System meeting process.*
4. *We regularly provide employees with information about risks, hazards and appropriate control measures to eliminate, control, mitigate their consequences.*
5. *The Induction of all employees to required safe work practices and expected business practices prior to commencing work, which is then continually reinforced with awareness activities.*
6. *Managers and supervisors are responsible and accountable for the health, safety, and well-being of persons under their control, clients, and visitors to the workplace and work sites.*
7. *Maintenance of OHS goals and objectives as set out in our Integrated Management System documentation.*
8. *Investigation of all incidents and near misses to identify the root cause and implement preventive actions to minimise the risk of occurrence.*
9. *Compliance to all relevant health and safety laws and regulations.*
10. *Conducting of a regular compliance audit program to ensure adherence to company and regulatory requirements.*
11. *Through our established Integrated Management System, a review of safety performance is conducted to identify and implement safety improvements.*
12. *Information, instruction, and training is provided to managers, supervisors and employees to ensure they carry out their roles effectively and safely.*
13. *The involvement and consultation of managers, supervisors, employees, clients and interested parties in identifying workplace safety improvements and interventions.*
14. **Maintenance of a committed and compliant O.H.S Management System to ISO 45001:2018.**
15. *An effective injury management system is in place to achieve the earliest possible safe return to work of injured employees.*



Scott Golightly
Managing Director

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