

# Occupational Health and Safety Policy Statement

Icon Metal is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors and volunteers) as well as clients, visitors and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable.

Our approach to Occupational Health and Safety (OH&S) is guided by the principles of ISO 45001:2018, the international standard for Occupational Health and Safety Management Systems.

## Our Objectives

We aim to:

- Achieve a safe and incident-free workplace.
- Consider WHS in project planning and work activities.
- Identify hazards, assess risks, and implement control measures to reduce and prevent workplace injuries, illnesses, and incidents.
- Foster a proactive safety culture where health and safety are integral to our operations and where employees are encouraged to take ownership of their own safety and that of their colleagues.
- Continuously improve our OH&S management system by regularly reviewing and updating our policies, procedures, and practices in line with the latest industry standards and regulatory requirements.
- Ensure compliance with all relevant OH&S legislation, standards, and codes of practice.
- Involve workers and subcontractors in the decision-making process through regular communication and consultation.

## Our Approach

To achieve these objectives, we will:

- Ensure that management at all levels demonstrates strong leadership and commitment to OH&S and is accountable for maintaining a safe working environment.
- Implement a risk-based approach to identify and mitigate potential hazards, conducting regular risk assessments and audits.
- Provide ongoing training and resources to ensure that all employees are aware of OH&S procedures and competent in their roles.
- Develop and maintain emergency preparedness plans to respond effectively to any incidents that may occur.
- Regularly monitor, measure, and evaluate our OH&S performance and set measurable objectives and targets to drive improvement.
- Conduct regular internal audits to assess compliance with ISO45001 standards and relevant Australian legislation and identify any improvement area in our Integrated Management System.
- Communication and consultation between our workers and subcontractors.

## Our Commitment

We believe that all injuries, incidents, and occupational illnesses are preventable. Icon Metal is committed to achieving zero harm and creating a work environment where safety is a fundamental value.

We have established OH&S objectives to achieve the above commitments, which are regularly monitored by the management team.

We review the effectiveness and adequacy of this policy statement annually as part of change planning, lessons learned, knowledge transfer, or following a quality non-conformity or other failure to meet our quality objectives.

This policy statement is displayed on the company's website and made available upon request from interested parties.

People are our most important asset, and work health and safety are everyone's responsibilities.

Stephen Pribula



CEO

Reviewed on 18/05/2026