

1. Purpose and Commitment

The purpose of this policy is to state Bloq.it's commitment to create a workplace that encourages good health and is safe. Towards achieving this objective, Bloq.it aims to reduce workplace accidents, incidents, injuries and negative health impacts as much as possible.

A signed PDF copy of this policy available on Bloq.it's website.

2. Scope

This policy applies to:

- All Bloq.it controlled sites;
- All people (employees, contractors, visitors etc.) present on Bloq.it controlled sites; and
- Employees conducting work on behalf of Bloq.it when they are not on a Bloq.it controlled site.

3. Core Principles

To foster a safe and healthy work environment, Bloq.it will:

- **Legal and Regulatory Compliance** - Adhere to all relevant laws, statutory obligations, advisory guidelines, and industry standards, and ensure sufficient resources are allocated to meet these requirements.
- **Proactive Risk Management** - Identify, evaluate, and manage Health and Safety (H&S) risks linked to our activities, aiming to remove or minimise them.
- **Structured Health and Safety Framework** - Implement and maintain a robust Health and Safety Management System, setting clear objectives and systematically working to achieve them.
- **Continuous Improvement** - Regularly review the performance of the Health and Safety Management System to identify opportunities for improvement and take corrective actions.
- **Integration into Business Practices** - Champion and integrate H&S principles into the planning, execution, and operation of standard business practices.
- **Stakeholder Engagement** - Engage and collaborate with relevant stakeholders on H&S issues.
- **Training and Competency** - Provide clear information and training to equip employees with the skills and knowledge to carry out their roles safely and effectively.
- **Employee Wellbeing** - Support the physical and mental well-being of employees through initiatives that promote healthy lifestyles, stress management, and work-life balance.

4. Governance and Responsibilities

All employees, contractors, and visitors are expected to:

- Follow all applicable laws, statutory obligations, internal requirements, advisory standards, and industry standards, ensuring adequate steps are taken to meet these obligations.
- Take responsibility for their own H&S, as well as the well-being of others, the community, and the environment potentially affected by their activities.
- Report all injuries, incidents, hazards, and faults, and take appropriate action to address and correct them where possible.

5. Policy Review

Document Owner(s):			Head of Safety, Sustainability and Risk	
Version	Reviewed by	Approved by	Date Approved	Changes
1.0	Sam Robson	Miha Jagodic	13/10/2025	- Policy creation.

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