

Health and Safety Policy

SMW Group is committed to providing and maintaining a safe and healthy workplace for all workers, as well as clients, visitors, and members of the public. SMW Group has adopted the definition of a worker as per the Work, Health and Safety Act 2011 (Qld), where a worker means an employee, contractor, subcontractor, labour hire worker, apprentice or trainee, outworker, student gaining work experience or a volunteer.

SMW Group is committed to achieve these outcomes by:

- Providing a safe workplace for all workers and visitors through a strong culture of commitment to SMW's Health, Safety, Environment and Quality (HSEQ) Management System
- Undertaking thorough risk identification processes to ensure hazards associated with our activities are identified and assessed
- Utilising the hierarchy of controls and effective risk management practices to ensure risks are eliminated or minimized to As Low As Reasonably Practicable (ALARP)
- Continually improving our safe system of work and processes through feedback and improvement mechanisms including reviewing controls, worker consultation, reviewing hazard reports & incident reports, conducting audits & inspections & management reviews, and by positively influencing worker behaviour through our Health and Safety (H&S) processes
- Providing information, instruction, and training to enable all workers to work safely
- Supervising workers to ensure work activities are performed safely
- Providing appropriate safety equipment and P.P.E for workers where required
- Providing a suitable injury management and return to work program
- Meeting or exceeding all statutory requirements and aligning our HSEQ system with the principles and requirements of:
 - Work Health and Safety Act 2011 (Qld) & associated regulations and codes of practice
 - Any legal requirement in the jurisdictions in which we work
 - AS/NZS 4801:2001 – Occupational Health and Safety Management Systems
 - AS/NZS ISO 45001:2018 Occupational Health and Safety Management Systems
- Setting of measurable and achievable H&S objectives and targets
- Providing regular reporting on the SMW Group's H&S performance to the Board of Directors

SMW Group Workers are responsible for:

- Reporting all Health & Safety hazards or potential hazards in the workplace
- Reporting all work-related injuries or illnesses, incidents or near misses to their supervisor or HSEQ team As Soon As Possible/Practical after the event and at the latest by the end of that shift
- Take reasonable care for the safety and health of themselves and others in the workplace
- Follow all verbal or written safe work procedures, practices, directions including participation and cooperation of supervisory instructions
- Actively participate in consultative forums, meetings, safety investigations and safety training
- Contribute to the continued improvement of the HSEQ Management System



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