

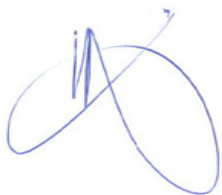
Health & Safety Policy

As a family-owned company, we are committed to ensuring that we provide our staff, contractors, and visitors with a safe and healthy working environment, enabling the prevention of work-related injuries and ill-health.

We will:

- Comply with all legal and regulatory requirements including the Health and Safety at Work Act (2015), associated regulations, Code of Practices, and industry best practice
 - Promote a positive safety culture with all leaders modelling expected behaviours
- Actively identify hazards which may impact health, safety and wellness and implement appropriate controls to eliminate or minimise the associated risk as far as reasonably practicable
- Ensure all staff, contractors, and visitors, understand the role they play in ensuring a safe and healthy work environment and empower them to stop unsafe work practices
 - Identify objectives and targets to measure and monitor progress on our health and safety journey
- Facilitate and support worker participation in improving health, safety, and wellness practices across the business
 - Ensure health, safety and wellness is considered in all decision making
- Commit the required resources to maintain and continuously improve our safety management system

“Safety first”



Tony Moir
Director

Paul Smith Earthmoving 2002 Limited
23rd March 2026



Bruce Tinnelly
Director

Paul Smith Earthmoving 2002 Limited
23rd March 2026