

# WSG Occupational Health and Safety Policy

Waste Services Group is committed to achieving excellence in health and safety performance. This Policy's core foundation is that the wellbeing of our employees and contractors is fundamental to our business.

Waste Services Group is committed to:

- Providing a safe and healthy workplace environment
- Eliminating hazards and lowering OH&S risk
- Eliminating workplace incidents, injuries and illnesses
- Continually improving health and safety awareness and performance

Waste Services Group Values:

- Leadership that promotes a culture of individual and group health and safety accountability
- Open communication and consultation processes to ensure employees are aware of workplace changes and to provide participation and feedback on improvements
- A reporting regime that drives new learnings and ways of improving work practices and reducing risk

Waste Services Group will endeavor to achieve its objectives by:

- Ensuring that all hazards and risks are identified, assessed and eliminated where possible
- Comply with relevant legislation, standards and codes
- Establishing and maintaining a health and Safety management system that governs the safety processes in accordance with ISO 45001
- Ensuring that team members and contractors receive relevant training and supervision to competently perform required duties safely
- Setting and communicating positive performance measures and reporting performance to employees and other stakeholders
- Implementing systems to audit and monitor the compliance of employees and contractors to ensure safety systems are maintained

Waste Services Group believes all persons have a shared responsibility for health and safety performance, in particular:

- We are all individually responsible for ensuring that our actions protect ourselves, the health and safety of our team members and the safety of the public
- Promote health and safety as a key priority within business objectives
- **Waste Services Group** shall provide visible leadership, adequate resource levels and ensure workplace standards are maintained in accordance with the Integrated Management System and health and safety values
- The **Waste Services Group** team shall ensure there is a disciplined approach to the identification and management of health and safety risks across its operations.

This policy is posted in prominent positions around **Waste Services Group** work sites to promote a strong safety culture to workplace visitors, stake holders and interested parties, and to remind contractors and employees of their safety obligations.

**Matt Tamplin**

Chief Executive Officer

October 2023