



This policy outlines Dwyer Engineering and Constructions commitment to ensuring a safe and healthy work environment for all employees, contractors, visitors, and others who may be affected by our operations.

The **specific objectives** of this policy are:

- To conduct all business and operations in compliance with applicable WHS laws, regulations and standards.
- Establish an effective health and safety management system that strives towards the goal of zero harm to all our employees and stakeholders.
- The progressive reduction of health and safety hazards by identification and removal of those which exist and by forward planning, prevent any future hazard arising.
- The acceptance by all personnel of health and safety as a major element of their overall responsibilities and to support this by training at all levels within the organisation.
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health.

Management has overall responsibility for the implementation, achievement, and monitoring of the Company's health and safety policy. This will be achieved by:

- Promoting awareness throughout the Company.
- Conduct risk assessments and ensure control measures are in place to eliminate hazards and reduce WHS risks.
- Ensuring workers are consulted, trained, and competent in WHS matters.
- Support and encourage consultation and participation of all workers in WHS matters.
- Continually improving WHS performance through monitoring, review, and corrective actions.

Supervisors have a duty to:

- Enforce WHS policies and procedures.
- Ensure employees under their supervision are competent and trained.
- Monitor high-risk tasks

All employees have a duty to:

- Exercise responsibility and to everything possible to prevent injury to themselves and others
- Follow safe work procedures and wear required PPE.
- Report hazards, incidents, and unsafe conditions immediately.
- Participate in WHS training and consultation processes.
- Comply with any company policy, procedure, and relevant statutory requirements.

Together, through leadership, accountability, and active participation at all levels, we will foster a culture of safety that protects our people, supports our operations, and ensures that everyone goes home safe every day.