



Work Health and Safety Policy CIV-HS-POL-0001

It is Civcorp Pty Ltd company policy to establish, always promote and maintain safe working conditions for all company employees. The company acknowledges it also has a responsibility to operate in such manner as to avoid any danger to the public and employees of other companies working in our work areas. The company will make every reasonable effort in the areas of accident prevention, hazard control / removal, and health and safety promotion. The company will always adopt and support safe work practices and supply appropriate safety equipment where necessary.

This will be achieved by maintaining a Work Health and Safety (WHS) management system. This system covers the activities of construction sites, workshop and office and will enable the company to:

- Conform to all relevant legislative regulations and guidelines.
- Maintaining an WHS management system in accordance with AS/NZS4801:2001
- Comply with other requirements placed upon CIVCORP by our Clients and Subscribers. These goals will be achieved by having documented procedures to:
 - Identify hazards related to the company activities.
 - Assess the risks associated with the hazards.
 - Determine what control measures are to be taken.
 - Involve all Company personnel in the process by means of training and communication.
 - Consider the concerns of and communicate with interested parties.
 - Have a regular program of audits to ensure all aspects of the. WHS management system are functioning correctly.
 - Maintain a policy of continual improvement through regular reviews.

It is everyone's responsibility to work safely and responsibly, including but not limited to, CIVCORP's staff members, site personnel, subcontractors, contractors, and employees. Safety in the office will be the responsibility of the Senior Manager for that Office. Safety in the company workshop and yard will be the responsibility of the Workshop Manager. Safety on construction sites will be the responsibility of the respective Site Manager. The HSEQ Manager will oversee matters relating to the safety corporately for the Company.

It is our commitment to establish measurable objectives and targets to ensure continued improvements aimed at elimination of work-related injury and illness.

This Policy is a public document that will be displayed at the Company's Office and-made- available to all interested parties.

It is noted that the success of the safety policy depends on the efforts of every member of the company and therefore involvement in safe working practice from all workers is welcome and encouraged. To this extent should any workers perceive any hazard and/or problem regarding Health and Safety in the workplace it is requested you report this immediately to your Foreman, Supervisor or Project Manager so that the necessary steps may be taken to rectify the problem.

A handwritten signature in black ink, appearing to read 'David Kerrison'.

David Kerrison,

Managing Director

Date: 30/04/2021