

## WORK HEALTH & SAFETY POLICY

This Policy is published on behalf of Interstate Enterprises Pty Ltd and its wholly owned subsidiaries Tecside Group. References to 'Tecside Group', 'we', 'us', 'our' or the 'agency' are inclusive of the related employee(s) and/or entities (parties) that carry on the Tecside Group business.

This policy is the commitment by management to ensure the safety of all full time, casual and contract employees at Tecside Group. This commitment extends to working with our clients to ensure workplaces beyond our control have a commitment to managing and improving safety.

It is the aim of Tecside Group to minimise the risk of injury and disease to our employees, casual workers and other persons by adopting a planned and systematic approach to the management of work, health, safety and welfare in accordance with ISO 45001: 2018 & AS/NZS 4801:2001.

This policy outlines our commitment to provide a safe place of work as required under jurisdictional legislation. The objectives of this Policy are to ensure:

- All hazards and risks to health and safety are identified, assessed and, where they cannot be eliminated, effectively controlled;
- Employees and casual workers participate and contribute to the decision making process on work health and safety matters affecting their health and safety at work;
- All employees and casual workers receive information, instruction, training and equipment they require to safely carry out their responsibilities.

The objectives of this policy are implemented through the implementation of an annual Health and Safety Management Plan. This plan details:

- Current objectives and targets established to ensure continued improvement aimed at elimination of work-related injury and illness;
- Applicable legal and other requirements;
- Direction to relevant company procedures and other information;
- Methods used to ensure this policy is available to any interested party upon request.

In supporting this Policy, employees and casual workers shall ensure that all work sites have been assessed for risks and hazards using the Tecside Group prescribed systems prior to any workers being assigned to that workplace for the first time and renewed annually. Risks and hazards are to be thoroughly documented on the Company's database and employees and casual workers have been provided with appropriate and adequate safety induction, instruction and PPE to avoid risk of injury or damage to plant or machinery. Tecside Group shall ensure that all casual workers assigned to a client participate in safety consultation.

All employees are responsible for the implementation of WHS across Tecside Group. With formal WHS obligations integrated into all position descriptions it is expected that casual, full time and contracted employees adhere to these documented responsibilities at all times.

The application of the Work Health and Safety Policy, its controls and measures, shall form an integral part of casual worker, employee and management performance and remuneration packages. Failure to follow this Policy will result in disciplinary action which may include the termination of employment.



**SHAYNE POLLACK**

**Chief Executive Officer**