

This Policy is published on behalf of *Interstate Enterprises Pty Ltd, Platinum Placements* and *Tecside* (collectively referred to as *Tecside*) and applies to all individuals engaged by *Tecside*, regardless of employment status.

At *Tecside*, the health, safety, and wellbeing of our people is our highest priority. We are committed to providing and promoting safe and healthy workplaces for all employees, on-hire workers, contractors, and visitors.

Our Health & Safety Management System is designed to:

- Prevent work-related injury and ill health by proactively managing hazards and risks.
- Continually improve health and safety performance.
- Fulfil all legal and other applicable requirements.
- Foster a culture where every worker is empowered to speak up, participate, and contribute to safer outcomes.

Tecside are Committed too:

- Work with all stakeholders to ensure hazards are identified, risks assessed, and controls implemented to eliminate or minimise risks.
- Meet all applicable WHS laws, standards, and obligations, and hold ourselves and our partners accountable.
- Actively involve all employees in consultation, decision-making, and continuous improvement on health and safety matters.
- Provide information, instruction, training, and resources to enable all workers to perform their roles safely.
- Establish measurable objectives and targets that drive ongoing improvement and demonstrate strong safety performance.
- Engage openly with host clients to align on safety responsibilities and ensure risks are effectively managed before, during, and after each assignment.

All Workers are expected to take reasonable care for their own health and safety, follow safe work practices, and promptly report hazards, near misses, or incidents.

Compliance with this policy is mandatory. Failure to uphold its requirements may result in disciplinary action, up to and including termination of employment or contract.



SHAYNE POLLACK
Chief Executive Officer