

HEALTH, SAFETY AND WELLBEING POLICY

At Hawsons Iron Limited (Hawsons or HIO) we believe that the health, safety and wellbeing (WHS) of people employed at work, or people affected by our work, is a priority and must be considered during all work performed on our behalf. We believe that all employees, subcontractors, consultants and visitors of the company have a fundamental right to working in a healthy and safe environment. We also recognise the importance of psychological wellbeing and adopt practices that encourage and support our employees.

People are our most important asset and work health, and safety is everyone's responsibility. The safety of the public is given equal priority to that of our workers.

The objectives of this policy are to, as far as reasonably practicable:

- Foster a positive health and safety culture
- Achieve a safe and incident free workplace
- Ensure employees attend work in a fit and healthy state
- Consider and embed WHS in project planning and work activities
- Provide a safe system of work plans that meet all relevant standards
- Involve employees and subcontractors in the decision-making process through regular communication and consultation
- Ensure employees and subcontractors identify and control risks in the workplace
- Empower all people to stop any work process if concerned about the safety of themselves or others and to proactively report incidents and concerns.
- Monitor and review the elimination or control of potential risks
- Enhance employees' WHS knowledge through a program of education and training
- Treat mental health seriously and provide support where possible
- Promote employee social and emotional wellbeing through workplace practices and policies
- Provide a workplace that is free of harassment, bullying, aggression, stigma and discrimination
- Establish measurable health, safety and wellbeing objectives and targets against our risk management framework

The success of our WHS management depends on:

- The commitment of all persons to achieving the policy objectives
- Planning work activities, with due consideration given to WHS
- Undertaking the risk management process in an effective manner
- Communication and consultation between our workers and subcontractors.
- Providing responsible and effective safety leadership across all areas of our business activities and leading by example

We aim to create an organisational culture that fosters a strong and effective focus on workplace health, safety and wellbeing. We are committed to fulfilling the objectives of this policy and expect the same of all workers and subcontractors working on our behalf. We endeavor to implement high standards of health, safety and wellbeing practices and achieve a safe and incident free workplace. We will take all reasonably practicable measures to identify all hazards, evaluate risks and eliminate or minimize risks at project sites and locations in which we operate; support our all employees, subcontractors, consultants and visitors by providing H&S trainings; and cooperate with industry partners and government bodies to improve our H&S performance.

End

Updated
20 September 2022