



## WORK HEALTH & SAFETY POLICY

This policy is a statement of Complex Solutions total commitment to provide safe and healthy workplaces for our workers and others who may be affected by our work, with the objective of preventing work related injuries and illnesses.

Complex Solutions will comply with the WHS Act: 2011, WHS Regulation: 2017, and Relevant Codes of Practice as part of its total commitment to provide a workplace without risk to health and wellbeing. Management shall have responsibility for implementing this policy as an integral part of their accountabilities.

Complex Solutions is also totally committed to protecting our workers and others by demonstrating due diligence and the application of industry-based work, health, and safety procedures.

A commitment has been established by Complex Solutions to measure objectives and targets to ensure continued improvement at eliminating work-related injury and illness.

For all people who may be affected by our work, safety will always take precedence over job expediency.

Our key objectives are:

- Implementing proactive health and safety management strategies
- Integrating risk management into our projects at the planning stage
- Controlling hazards through the risk management process of hazard Identification, risk assessment, and implementing controls
- Monitoring and reviewing risk controls to ensure they remain effective
- Involving our employees in decision making processes through effective communication and consultation
- Provide ongoing training for our employees to enable them to work in the safest way possible
- Implementing continuous improvement strategies
- Providing effective injury management and rehabilitation strategies

The objectives of this policy will be achieved by committed and demonstrated leadership from management and the involvement of all workers.

Support and resources will be provided to allow Complex Solutions to fulfil this commitment.

Ash Jones

General Manager

15<sup>th</sup> January, 2021