

## WORKPLACE HEALTH & SAFETY POLICY (SYN02)

Synergy Resource Management Pty Limited (Synergy) strives to fully integrate health and safety into all aspects of the organisation's activities, through a process of continual improvement to provide safe and healthy workplaces for workers and other persons while preventing workplace injuries and illnesses.

This commitment shall be achieved through:

- ✦ Compliance with the requirements of the Work Health & Safety (WHS) Act and Regulation, and other applicable legislative requirements;
- ✦ Defining roles and responsibilities for WHS;
- ✦ Implementing and maintaining an Integrated Management System in accordance with the requirements of ISO 45001-2018 Occupational Health & Safety Management Systems to provide a framework that ensures the systematic management of WHS throughout all operations, functions, and locations; and
- ✦ Establishing measurable objectives and targets with the aim of improving WHS and eliminating work related incidents in relation to the organisation's activities, products and services.

In order to implement the general provisions of this policy and fulfil the organisation's primary duty of care obligations Synergy shall:

- ✦ Prevent work related injury and ill health;
- ✦ Ensure WHS management principals are included in organisational planning activities;
- ✦ Provide safe systems of work and work environments;
- ✦ Implement systems for monitoring the health of workers and workplace conditions;
- ✦ Ensure facilities for the welfare of workers are adequate;
- ✦ Provide adequate information, training, instruction, and supervision;
- ✦ Implement procedures for the safe transport, use and storage of plant, equipment and materials;
- ✦ Implement a process for consultation and participation of workers and other parties, which may include WHS representatives, committees, or other agreed arrangements; to improve decision making on WHS matters;
- ✦ Implement a risk management approach to eliminate workplace hazards, or minimise risks to acceptable levels where it is not practicable to eliminate them, using the hierarchy of controls;
- ✦ Ensure incidents are reported / investigated with corrective action implemented to prevent reoccurrence;
- ✦ Ensure effective injury management and rehabilitation is provided to injured workers; and
- ✦ Provide adequate resources to ensure that WHS is a central part of the organisation's activities, products and services.

A copy of the current Synergy WHS Policy will be communicated to all workers and shall be made available to all interested parties. Workers are expected to take all reasonable care for their own WHS and that of other persons who might be affected by their acts or omissions.

This policy is applicable to Synergy in all its work operations, functions and locations and will be reviewed periodically to ensure that it remains relevant and appropriate.



Matt Sedon  
Managing Director  
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(Uncontrolled When Printed)