

WORKPLACE HEALTH & SAFETY POLICY (SYN02)

Synergy Resource Management Pty Ltd (Synergy) is committed to fully integrating health and safety into all aspects of its activities through a process of continual improvement. This commitment is intended to provide safe and healthy workplaces for workers and other persons and to prevent work-related injury and ill health.

This commitment shall be achieved through:

- Compliance with the requirements of applicable Work Health and Safety (WHS) legislation, including the WHS Act and Regulations, and other relevant statutory and regulatory requirements;
- Clearly defining roles, responsibilities, and accountabilities for WHS;
- Implementing and maintaining an Integrated Management System, in accordance with the requirements of ISO 45001:2018 Occupational Health and Safety Management Systems, to provide a structured framework for the systematic management of WHS across all operations, functions, and locations; and
- Establishing measurable objectives and targets aimed at improving WHS performance, and eliminating work related incidents, associated with the organisation's activities, products, and services.

In order to implement the general provisions of this policy and to fulfil its primary duty of care obligations, Synergy shall:

- Prevent work related injury and ill health;
- Integrate WHS management principles into organisational planning and decision making processes;
- Provide and maintain safe systems of work and safe working environments;
- Implement systems for monitoring the health of workers and workplace conditions;
- Ensure facilities for the welfare of workers are adequate and maintained;
- Provide appropriate information, training, instruction, and supervision to workers;
- Implement procedures for the safe transport, use, handling, and storage of plant, equipment, and materials;
- Establish and maintain processes for consultation and participation of workers and other relevant parties, which may include WHS representatives, committees, or other agreed arrangements, to improve WHS decision making;
- Apply 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 and investigated, with corrective actions implemented to prevent recurrence;
- Provide effective injury management and rehabilitation to injured workers; and
- Allocate adequate resources to ensure WHS remains an integral part of the organisation's activities, products, and services.

This policy shall be communicated to all workers and made available to all interested parties. Workers are expected to take reasonable care for their own health and safety and that of others who may be affected by their acts or omissions.

This policy applies to all Synergy operations, functions, and locations, and will be reviewed periodically to ensure it remains relevant, appropriate, and effective.



Matt Sedon – Managing Director



Matt Smith – Executive Director

Revision 13 – 08.01.2026
(Uncontrolled When Printed)