

INTERGROUP'S HEALTH AND SAFETY POLICY

Our priority is to provide a safe workplace for our workforce and to achieve our health and safety aspiration of a 'ZERO HARM' workplace.

Our commitment is too:

- Maintain an effective planned approach to an efficient Workplace Health and Safety (WHS) Management System that is compliant with the requirements of ISO45001:2018
- Comply with the Health and Safety at Work Act (2015) and its associated regulations
- Engage with employees on safety matters through the election of Health and Safety Representatives and Committees to achieve our health and safety expectations
- Provide health and safety training that enables our employees from our workforce
- Conduct regular reviews of work areas, equipment, behaviour, and methods to continuously improve health and safety performance
- Measure, review and monitor both leading and lagging key performance indicators to continually improve our workplace health and safety performance
- Ensure that the directors of InterGroup are continually made aware of all risks and hazards associated with the operations of the organisation
- Creating culture that empowers our workforce to act in a safe and responsible way.
- When safe to do so, injured staff will be encouraged to return to work at the earliest opportunity
- Ensure all workplace incidents and accidents will be accurately reported, recorded, and investigated to an appropriate level; and
- Assist all employees with work related illnesses or injuries to return to normal function as soon as possible through rehabilitation process subject to medical advice.

Your Commitment is too:

- Work in a manner that ensures your own and your workmates safety
- Accept responsibilities for maintaining a healthy and safe workplace and act in accordance with this policy
- Work in accordance with InterGroup WHS Management System
- Ensure all appropriate Personal Protective Equipment (PPE) is fit for purpose, maintained in a safe working order and that you adhere to our operating procedures
- Use all appropriate safety equipment provided by InterGroup for their own protection
- Immediately report and secure hazards, cease unsafe work practices and report incidents
- Ensure that you advise your supervisor if you feel that the assigned task is outside the scope of your competency; and
- STOP any work that cannot be delivered safely.

This policy applies to all activities undertaken or controlled by InterGroup.



Byron Hill
Chief Executive Officer