

## H&S Policy

Groundfix, a **ground engineering and slope stabilisation contractor**, is committed to providing safe and healthy workplace practices to ensure that neither our Employees at work nor anyone else in the vicinity of the workplace is harmed due to our work activities.

Our goal is to try to eliminate all injuries, accidents, incidents and hazards and reduce OH&S risks from the workplace. Where injury has occurred, we will work with the injured party to ensure, where possible, an earliest practicable and safe return to work. We will make safety a priority in all of our workplaces, and we will require active participation from both Management and Employees to achieve this. Managers and Supervisors will be the role models and leaders in this process. Groundfix is committed to:

1. Systematically identify, control and monitor hazards in our workplace to ensure our Employees have the right plant, tools, skills, and information to work safely.
2. Involving our Employees in developing and reviewing any H&S processes, activities, and issues and improving decision-making on workplace H&S matters.
3. Training and supervising our **people** to ensure they develop the competency to work safely and efficiently.
4. Accurately record all incidents involving injury/harm, damage or near-miss occurring in our workplace and investigate them to prevent recurrence.
5. Expecting Employees and sub-contractors to take responsibility for their safety and the well-being of others that could be affected while at work.
6. Periodically reviewing our H&S systems as part of our goal of Continual Improvement and establishing measurable objectives and targets.
7. Implementing and disseminating the OH&S Policy through clear communication, active involvement and participation of employees and people working for and on behalf of the organisation.
8. Making this policy available to the public.

Groundfix Ltd will, as reasonably practicable comply with the relevant and applicable H&S legislation and all appropriate and relevant Codes of Practice, Standards and Guidelines applying to our business.

Top Management	Date
BOURKE Simon	23/11/2025
WILSON Justin	23/11/2025