

WORKPLACE HEALTH AND SAFETY POLICY

Lancaster & Associates is committed to maintaining a management system that aligns with ISO 45001, the WHS Act, and relevant regulations, ensuring compliance with all applicable WHS requirements.

Lancaster & Associates is committed to:

- Providing and maintaining safe and healthy working conditions to prevent work-related injury and ill health, ensuring our WHS approach is appropriate to the purpose, size, and context of our organisation and to the specific nature of our WHS risks and opportunities.
- Fulfilling all legal and other applicable requirements.
- Eliminating hazards and reducing WHS risks by implementing effective risk management strategies and proactive safety measures.
- Continual improvement of the WHS management system through monitoring, evaluation, and corrective actions.
- Consultation and participation of all workers (and, where applicable, workers' representatives), on WHS matters through Toolbox/Team Meetings and other engagement mechanisms.
- Providing appropriate training, resources, and personal protective equipment (PPE), such as safety boots, safety glasses, and other necessary items, to ensure compliance with legislative requirements, raise hazard awareness, and support the safety, health, and WHS objectives of our workers.
- Defining measurable objectives within the Objectives Plan that align with our strategic direction and reviewing during Management Reviews to ensure their relevance and alignment with the organisation's context.

We have integrated safety, environmental, and quality requirements into our management system, providing management with the tools and methods needed to achieve our objectives.

This policy is included in our Induction Process to ensure it is communicated and understood across the organisation. It is also made available to interested parties upon request, ensuring transparency and accessibility, and is reviewed during our Management Review process to maintain its relevance and effectiveness.

Responsibilities

- **Management** is responsible for ensuring safe and healthy workplace.(WHS Act, section 27)
- **Supervisors/Officers** are responsible for the conditions under their control and providing leadership to implement, monitor and review the WHS programs in their areas.(WHS Act, section 27)
- **Workers** are responsible for their own health and safety and that of others by following documented procedures and supporting WHS initiatives in their workplace.(WHS Act, section 28)
- The **Workplace Health and Safety Committee** (where applicable) is responsible for implementing initiatives within legislative guidelines to support the development, promotion, and communication of WHS&R improvement programs.(WHS Act, section 75 to 79)
- **Customers** are responsible for maintaining safe work areas under their control to enable our employees to perform their tasks according to documented procedures.(WHS Act, section 27 & 28)
- **Other persons at the workplace** are responsible for their own health and safety, understanding our safety policy and WHS requirements, and complying with our management system requirements. (WHS Act, section 29)



Lisa-Maree Louis

Managing Director

Lancaster & Associates Pty. Limited

Wednesday, 12 February 2025