

WORKPLACE HEALTH AND SAFETY POLICY

Lancaster & Associates is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health and maintaining an effective Workplace Health and Safety (WHS) Management System appropriate to the purpose, size and context of our organisation.

We are committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health, appropriate to the purpose, size and context of our organisation and to the specific nature of our WHS risks and opportunities.
- Fulfilling applicable legal and other requirements.
- Eliminating hazards and reducing WHS risks, so far as reasonably practicable.
- Continual improvement of the WHS Management System and WHS performance.
- Consultation and participation of workers, and workers' representatives where applicable, on matters relevant to workplace health and safety, through Toolbox/Team Meetings and other engagement mechanisms.
- Providing appropriate training, resources and personal protective equipment (PPE), where required, to support compliance with applicable WHS requirements, raise hazard awareness and support safe and healthy work.
- Providing a framework for establishing WHS objectives that are consistent with this policy and our strategic direction, and reviewing progress through the Management Review process.

Lancaster & Associates maintains an integrated Management System aligned with ISO 9001:2026, ISO 14001:2026 and ISO 45001:2018, providing the framework and resources needed to support the achievement of our objectives.

Responsibilities:

- *Management* is responsible for providing leadership, ensuring appropriate resources are available, and supporting the effective implementation and continual improvement of the WHS Management System.
- *Managers and Supervisors*, where applicable, are responsible for implementing WHS requirements within the areas under their control, identifying and addressing hazards and risks, and supporting worker consultation and participation.
- *Workers* are responsible for taking reasonable care of their own health and safety and that of others, following applicable WHS requirements and reasonable instructions, reporting hazards and incidents, and participating in WHS consultation and improvement activities.

This policy is communicated through our induction and Management System processes to ensure it is understood within the organisation. It is available to relevant interested parties and is reviewed as part of the Management Review process, and when significant changes occur, to ensure it remains relevant and appropriate.



Lisa-Maree Louis

Managing Director
Lancaster & Associates Pty. Limited
Friday, 2 October 2026