

Health and Safety Policy

BROWN STEEL is committed to safeguarding the health, safety, and well-being of all workers, contractors, visitors, and others affected by our operations. We aim to maintain the highest standard of safety and to achieve a workplace free of injuries and illnesses, with a zero-harm goal. Safety is a shared responsibility among management, workers, and contractors, and we strive for a proactive safety culture.

BROWN STEEL is committed to meeting our obligations under the Work Health and Safety Act 2011 (Qld) and related legislation, BROWN STEEL is committed to:

- Complying with all applicable WHS laws, regulations, standards, and codes of practice, including recent amendments such as the Criminal Code and Other Legislation (WHS) Amendment Act 2017.
- Providing and maintaining safe plant, structures, and systems of work to minimize risks to health and safety.
- Implementing and maintaining risk management systems that:
 - Identify, assess, and control workplace hazards.
 - Promote continuous improvement of health and safety performance through monthly toolbox meetings.
- Hold all workers accountable for the safety, health, and welfare of themselves and others. Supervisors and Management to ensure adequate resources and training are provided to maintain compliance with WHS obligations.
- **Brown Steel has a ZERO TOLERANCE Policy for any forms of physical assault or behaviour that may directly result in the injury or harm of others. This is deemed "serious misconduct" and can lead to immediate termination without notice and referral for criminal charges.**
- Ensuring active consultation with workers, contractors, and other relevant parties to promote and develop safety measures and improvements, in accordance with Section 47 of the WHS Act 2011.
- Under Section 19 of the WHS Act 2011, BROWN STEEL Management and Supervisors are required to ensure, so far as is reasonably practicable, the health and safety of workers. This includes:
 - Providing a safe work environment.
 - Ensuring safe use, handling, and storage of plant and substances.
 - Providing appropriate information, training, and supervision to all workers.
 - Monitoring workplace conditions and ensuring facilities for worker welfare are adequate.

Under Section 28 of the WHS Act 2011, workers must:

- Take reasonable care of their health and safety and ensure their actions do not adversely affect others.
- Comply with reasonable instructions and cooperate with BROWN STEEL's policies and procedures.
- Report hazards and incidents immediately to their supervisor or the WHS officer.

Contractors and visitors must comply with all WHS instructions provided by BROWN STEEL and ensure they take reasonable care of their health and safety while on site.

BROWN STEEL will ensure:

- Risk assessments are conducted for all high-risk tasks, and control measures are implemented in line with the Managing Risks of Plant in the Workplace Code of Practice 2021.
- Emergency plans are developed and maintained, as required under Regulation 43 of the WHS Regulation 2011. These plans will cover evacuation procedures, fire response, and first aid protocols.
- Incident reporting procedures are in place to ensure timely reporting and investigation of all incidents, near-misses, and hazards, as per Regulation 88.

We will provide all workers, contractors, and managers with appropriate training and supervision to ensure they are competent to perform their work safely. This includes training for:

- High-risk work licenses, as mandated by WHSQ.
- Safe work method statements (SWMS) for all high-risk activities.
- Training will be reviewed and updated in line with legislative changes or changes in work practices.

BROWN STEEL will:

- Regularly review safety policies, procedures, and risk controls to ensure they remain current and effective.
- Conduct inspections to monitor compliance with WHS obligations.
- Use incident reports and safety data to identify trends and improve safety performance.
- We are committed to ensuring all health and safety objectives are achieved through continuous improvement and employee engagement.



Patrick Brown
Managing Director