

## OHS POLICY

Waters Excavations Pty Ltd is a well-established company specialising in civil construction (including, road works, pipelines, earthworks, and demolition), limestone quarry materials and the Waters Industrial Recycling (Recycling waste concrete, brick & asphalt and processing for reuse/resale).

Waters Excavations aims to have a positive safety culture that is committed to:

- Best practice in health & safety standards by operating under and maintaining certified ISO 45001:2018 OHS Management Systems to ensure compliance with all applicable health and safety legal and other obligations.
- Continuous improvement of the Safety Management System through regular evaluation, audit, review and customer / employee satisfaction with regard to safety performance
- Ensuring the OHS objectives are established for the IMS (Integrated Management System) and are compatible with the context and strategic direction of the Company.
- Establishing measurable objectives and targets by monitoring and reporting all safety incidents and accidents aimed to reduce the likelihood of recurrence and to eliminate work-related injury and illness.
- Promoting a collaborative effort towards ensuring a safe working environment for all personnel across all levels, within all its work sites.
- Working with our clients, contractors and stakeholders to help them achieve health and safety requirements and objectives.
- Adopting a communicative and consulting approach to safety throughout the organisation in providing training, information to employees and subcontractors to undertake their work activities in a safe and healthy environment including the use of work site risk assessments, safe systems of work, training/induction processes and OHS Management Plans.
- Recognising the importance of psychological safety as an integral component of our overall commitment to health and safety. We are dedicated to fostering a work environment that promotes the mental well-being of all employees and stakeholders. Psychological safety is the assurance that individuals feel comfortable expressing themselves, sharing ideas, and raising concerns without fear of reprisal or judgment.

Waters Excavations Pty Ltd is committed to continual improvement of safety performance. This policy will be reviewed annually by the Managing Director and is available from our website [www.waterex.com.au](http://www.waterex.com.au). Current policies will be communicated to all staff, external providers and interested parties as required and upon request.