

WORK HEALTH & SAFETY (WHS) POLICY

Policy Statement

We are committed to fulfilling our ethical and legal responsibilities to provide and maintain a safe and healthy work environment for all employees, customers, visitors, and contractors.

We recognize our obligation to ensure that our operations do not place the community or the environment at risk of injury, illness, or damage. Health and safety are integral to our business operations and are embedded in all activities we undertake.

Aims & Objectives

To achieve our commitment, we will:

- Provide and maintain a safe and healthy workplace, including safe plant, equipment, & systems of work.
- Develop and implement written procedures and instructions to ensure safe work practices.
- Ensure compliance with all applicable legal requirements and relevant industry standards.
- Provide appropriate information, instruction, training, and supervision to ensure the health and safety of workers, customers, & visitors.
- Encourage worker participation and consultation in all matters relating to health & safety.
- Continuously improve our WHS performance with the goal of eliminating work-related injuries & illnesses.



Responsibilities

Management Responsibilities

Management holds overall accountability for the implementation and effectiveness of this policy and will:

- Establish, implement, and maintain an effective WHS Management System
- Ensure all WHS policies and procedures are communicated, understood, and followed
- Set measurable objectives and targets to drive continuous improvement
- Conduct regular and random workplace inspections and audits to ensure compliance
- Provide adequate resources, including training, supervision, and equipment, to support WHS commitments
- Promote a positive safety culture across all levels of the organization

Worker Responsibilities

All workers are responsible for contributing to a safe workplace by:

- Taking reasonable care of their own health and safety and that of others
- Complying with all WHS policies, procedures, and instructions
- Identifying and reporting hazards, risks, incidents, and unsafe conditions
- Cooperating with management in implementing safety initiatives
- Participating in training and safety programs as required

Consultation & Communication

We are committed to fostering open communication & cooperation between management and workers. Employees will be actively involved in health & safety matters through consultation processes, including participation of elected Health and Safety Representatives where applicable.

Compliance

All employees, contractors, and visitors are required to comply with this policy and associated procedures. Failure to adhere to these requirements may result in disciplinary action in accordance with company policies.

Ahmad Saif
CEO- Glass Solutions
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