



ADOX

WORKPLACE HEALTH & SAFETY (WHS) POLICY

ADOX Pty Ltd is dedicated to creating a safe and secure environment that safeguards the health, safety, and well-being of our workers, contractors, and visitors. We firmly believe that all workplace injuries are preventable, and we are wholly committed to preventing and minimizing illness and injuries within our premises. Our utmost priority is to ensure a safe workplace, free from risks to health, for everyone associated with ADOX Pty Ltd.

1. **Purpose:** ADOX Pty Ltd is dedicated to providing a safe and healthy work environment for all employees, contractors, visitors, and the community. Our Work, Health, and Safety (WHS) Policy outlines our commitment to promoting a culture of safety, preventing workplace injuries and illnesses, and complying with all relevant WHS legislation and regulations.
2. **Responsibilities:** Safety is a shared responsibility at ADOX Pty Ltd. Each member of our organization, including management, employees, and contractors, is accountable for adhering to safety guidelines and actively contributing to maintaining a safe workplace.
 - **Management:** Our management team is responsible for leading by example, setting clear WHS objectives, and providing the necessary resources and support to ensure WHS compliance.
 - **Employees:** All employees are expected to actively participate in safety programs, report hazards promptly, and follow safe work practices to minimize risks.
 - **Contractors:** Contractors working on behalf of ADOX Pty Ltd will be informed of our WHS policies and procedures and are required to adhere to them while on our premises.
3. **Risk Management:** We are committed to identifying and assessing workplace hazards, implementing appropriate control measures, and regularly reviewing our risk management processes. This proactive approach helps minimize risks and ensures a safe work environment.
4. **Training and Education:** To ensure a safe workplace, we will provide comprehensive WHS training and education to all employees and contractors. This will empower them with the knowledge and skills necessary to perform their tasks safely.
5. **Incident Reporting and Investigation:** All workplace incidents, injuries, and near-miss events will be promptly reported, thoroughly investigated, and analysed. The

findings of investigations will be used to implement corrective actions to prevent similar incidents in the future.

6. Consultation and Participation: ADOX Pty Ltd values the opinions and insights of our employees. We encourage open communication and active participation in WHS matters through regular consultations, safety meetings, and feedback mechanisms.
7. Emergency Preparedness: Emergency response procedures will be established, and all employees will be trained on the necessary protocols to respond promptly and effectively in case of emergencies.
8. Continuous Improvement: We are dedicated to continuously improving our WHS performance. This includes regular monitoring, review, and updating of our policies and procedures to ensure their effectiveness and alignment with industry best practices.
9. Compliance: ADOX Pty Ltd is committed to complying with all relevant WHS legislation, regulations, and industry standards.

This policy will be communicated to all employees, contractors, and relevant stakeholders associated with ADOX Pty Ltd. It will be made readily available to all employees and visitors from time to time.

Signed: *Grant*

Name: Grant Dehlsen,

Title: Director (ADOX Pty Ltd)

Date: 26.07.2023