WHS Policy

The President and top management of PSD Energy Pty Ltd accept the moral and legal responsibility to provide a safe and healthy workplace for workers and other persons affected by our operations. To support this commitment, we have implemented and continually improve a Workplace Health and Safety Management System (WHSMS).

This WHS Policy is appropriate to the purpose, size and context of PSD Energy and to the nature of its WHS risks and opportunities. It supports the company's strategic direction. Workplace health and safety includes physical and psychological health, and the Company is committed to work conditions that protect and support the mental health, wellbeing and resilience of employees, subcontractors, consultants and visitors.

We will achieve this by:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health, including both physical and psychological health.
- Eliminating hazards and reducing WHS risks, through hazard identification, risk assessment and the implementation of control measures, so far as is reasonably practicable.
- Integrating WHS, including psychological health and wellbeing, into business activities, planning and decision-making.
- Meeting all applicable legal and other requirements, including *the Work Health and Safety Act 2012 (SA) and Work Health and Safety Regulations 2012 (SA), the Return to Work Act 2014 (SA)*, and the equivalent WHS or OHS and workers compensation legislation and codes of practice in each jurisdiction in which we operate.
- Consulting workers and their representatives, and providing for their participation, including non-managerial workers, subcontractors, clients and consultants where relevant.
- Defining WHS roles, responsibilities and accountabilities at all levels of the organisation.
- Providing induction, supervision and training to employees, subcontractors, consultants, visitors and other persons affected by our work.
- Measuring and monitoring WHS performance, including indicators of workforce wellbeing.
- Setting and reviewing measurable WHS objectives and targets that provide the framework for continual improvement of the WHSMS and the elimination of work-related injury and illness.
- Maintaining rehabilitation and return to work programs that support early and sustained recovery.

This policy is maintained as documented information, communicated within the organisation, applied at all levels, and made available to interested parties. PSD Energy will regularly review and improve the WHSMS, and top management will promote a culture of shared responsibility for safety, wellbeing and compliance. Workers are protected from reprisal when reporting hazards, incidents and opportunities for improvement.

Signed



Darren Cripwell

President