

POL-002 Health & Safety Policy

Degnan is committed to:

- The health, safety, and welfare of all employees, contractors, and anyone exposed to workplace risks.
- Achieving an incident-free workplace.
- Ongoing compliance with all relevant statutory obligations, standards, specifications, codes of practices and other requirements to which Degnan subscribes to.
- Promoting and supporting mental health as an essential component of overall wellbeing, including reducing stigma and encouraging help-seeking behaviours.

Degnan will:

- Establish measurable and achievable objectives and targets at company and project levels.
- Continually improve the Health and Safety Management System to enhance health and safety performance.
- Make health and safety integral to every managerial and supervisory role.
- Consider health and safety in all planning and activities.
- Involve workers in decision-making via regular communication, participation, consultation, and training.
- Consult and communicate with employees and subcontractors and other relevant interested parties in matters relating to health and safety.
- Provide ongoing education to enable safe work practices.
- Identify and control workplace hazards through risk analysis and corrective actions.
- Eliminate, prevent, or minimise potential accidents, injuries, or illnesses.
- Provide support for psychological health, including access to mental health resources and early intervention strategies.
- Create a workplace culture that values mental wellbeing and encourages open dialogue about mental health.
- Provide effective injury management and rehabilitation for all employees.
- Commit all workers to maintaining a safe workplace.
- Provide reporting systems to help Officers comply with due diligence duties.
- Allocate resources and funds to properly address health and safety matters.
- Provide a Health and Safety Management System that meets relevant standards and regulatory requirements.

Senior Leadership, in consultation with workers and their representatives, developed this policy. This collaborative process helps set practical objectives to meet our obligations to protect the health, safety, and welfare of all workers.

This policy is available to all relevant interested parties.



Chris Degnan
Managing Director