

# Safety, Health and Wellbeing Policy

Contract Resources is committed to conducting business with the goal of “Zero Harm” to all stakeholders, by providing safe working conditions, equipment, processes; and people who work safely.

Our Chief Executive Officer has ultimate responsibility for the implementation of this policy, supported by the senior management team, who are accountable for the application of the policy within their area of responsibility. All employees recognise that all have an obligation to ensure the safety, health and wellbeing of all stakeholders. The foundation of our commitment is that no business objective will take priority over health and safety and no task is so urgent that it cannot be done safely.

Contract Resources commits to taking all practical steps to ensure a safe and healthy workplace by:

- Integrating health, safety and wellbeing into all aspects of our business.
- Setting health and safety objectives and targets in line with operational goals, collecting monitoring and measuring data and reviewing performance against it.
- Complying with relevant work health and safety legislation;
- Preventing work-related injuries and ill health by empowering all workers to continually assess and plan tasks, eliminate hazards and reduce risks to As Low as Reasonably Practicable.
- Consulting, communicating and encouraging participation with stakeholders on issues that may affect their health and safety.
- Providing initial medical treatment and ongoing support to injured workers, as required by law.
- Reporting all hazards, non-conformances and incidents, to enable investigation and corrective actions that address root causes.
- Promoting well-being programs that contribute to a healthy and fulfilling workplace.
- Developing and reviewing safety systems, processes and procedures to enable ongoing improvement to corrective and preventative actions, innovations, opportunities and ideas.

This policy will be made available to stakeholders and the public, reviewed annually by senior management to ensure its continued relevance to the organisation, and reviewed two yearly by the Board.



**Michael Charles**  
Chief Executive Officer

Due for Management Review 15/12/2023  
Due for Board Review 15/12/2024