

**Sturdie Trade Services** is an electrical and security contracting company providing quality electrical and security services such as design, supply, installation and maintenance to the commercial and industrial sector of the construction industry, and provision of other combined facilities management services. This policy has been founded on a commitment to provide safe working conditions for the prevention of work-related injury and ill health, eliminate safety hazards and to continually improve the System and our operations.

**Sturdie Trade Services** accepts its moral, legal and financial responsibility to provide a safe and healthy workplace for all employees, subcontractors, labour hire workers, visitors and members of the public. Managers, Supervisors, employees, subcontractors and all workers will be held accountable for fulfilling their responsibilities as outlined in this Policy. To achieve our business objectives, we have implemented an Integrated Management System which meets the ISO 45001:2018 International Standard. Safety objectives have been established and are regularly reviewed for continued suitability.

**Sturdie Trade Services** is committed to:

- Ensuring compliance with legislative requirements and current industry standards;
- Providing and maintaining safe systems of work;
- Providing relevant health and safety information, instruction, training and supervision to employees, subcontractors and visitors as is necessary to ensure their safety;
- Encouraging the consultation and participation of workers in relation to workplace health and safety issues and protecting workers from reprisals when reporting incidents, hazards, risks and opportunities
- Providing support and resources to managers and employees to help them fulfil their legal duties and holding them accountable for fulfilling them;
- Actively monitoring the safety performance, safety systems and high-risk activities.

Management and supervisory staff are responsible for:

- Maintaining the workplace in a condition that is safe and without risks to health;
- Helping to develop, promote and implement health and safety procedures;
- Educating employees in understanding safety procedures and correcting unsafe behaviours;
- Effectively consulting and communicating with workers on matters affecting their health and safety
- Immediately correcting any unsafe work behaviour of workers, contractors or visitors.

Employees are responsible for:

- Taking care of the health and safety of people who might be affected by their acts or omissions;
- Controlling and reporting any safety hazards or risks they identify;
- Complying with all health and safety procedures, rules and safe systems of work.

Subcontractors are responsible for:

- Providing their workers with safety information, training and supervision to ensure health and safety;
- Ensuring their workers comply with relevant legislative requirements and industry standards;
- Ensuring their workers use relevant safety equipment.

Management fully endorses this Policy and the formal Integrated Management System which has been fully implemented through all areas of the Company. It is the responsibility of all management and staff to ensure it is understood, implemented and maintained throughout the Company.