

## WORKPLACE HEALTH, SAFETY AND WELLBEING POLICY

The WHS policy is designed for SJ Traffic Management Pty Ltd (SJTM) to ensure the safety and wellbeing of our people, our contractors and the community. Working collaboratively, leading by example and taking personal responsibility for the health, safety and wellbeing of all, are fundamental to our vision. We work with those who share this commitment and through our hazard elimination and risk reduction actions, achieve a safe and healthy working environment for all who may be affected.

### Commitments

- Demonstrate safety leadership and stakeholder engagement and participation in our WHS system to build on a safety culture that prioritises the physical and mental health of ourselves, our colleagues, our clients and those affected by our products and services.
- To provide a safe and healthy work environment and conditions, which prevent work related injury, and illness.
- Recognise and consistently incorporate safety, health and wellbeing as an integral part of business decisions and performance in collaboration with employees and key stakeholders.
- Assessment, review and continuous improvement of workplace health, safety and wellbeing.
- Development and implementation of preventative risk control methods for the elimination of hazards and reduction of WHS risks.
- Set, maintain measurable objectives which are monitored to achieve the commitments of this Policy.
- Adherence to Legislative requirements, Codes of Practice, ISO45001:2018 and other Standards, industry Best Practice and other requirements to which we subscribe through our internal and external audit practices.

### Objectives

- Eliminate hazards wherever practicable, and otherwise seek to reduce risks through implementation of suitable controls.
- Provide information, instruction, training, supervision, and safe places to work.
- Analysis of internal and external health and safety information to identify preventative and proactive strategies to eliminate and reduce risk to all who could be affected.
- Strengthen our safety culture through consistent, aligned and active leadership practices which encourages and supports our workers' active participation in safety, health and wellbeing capability development.
- Establish clear safety governance through defined accountabilities and individual responsibility at all levels.
- Review, evaluate and continuously improve our safety, health and wellbeing performance with measured, targeted KPI's and leadership review practices which align with ISO45001:2018 and associated amendments.
- Monitoring of compliance through inspections and assessments and through the documented safe system of work which aligns with our legal and ethical obligations.
- Create and maintain an accessible feedback process which encourages consultation and communication with employees and representatives and encourages participation and engagement.
- Demonstrate consistent application of policies, practices, and procedures across the organisation and with our business partners, based on effective risk management.

We acknowledge that the successful prevention of work-related illness and injury requires the involvement, understanding, and commitment of everyone in the workplace.

A handwritten signature in blue ink that reads 'Kyle Jackson'.

Kyle Jackson  
Director  
SJ Traffic Management Pty Ltd

21 June 2024