



Policy Name:	Health & Safety Policy
Attention:	LSH Group Australia Employees
Version:	1.2
Last Reviewed:	1 st April 2026
Effective From:	1 st April 2026
Approved By:	GCEO / Corp Review / MD

Health and Safety Policy

1. Policy Statement

LSH Group Australia is committed to providing and maintaining, so far as is reasonably practicable, a safe and healthy work environment for all workers, contractors, visitors, and other persons who may be affected by our operations.

We will comply with all applicable Work Health and Safety (WHS) legislation, regulations, codes of practice, and relevant Australian Standards. We are committed to the continuous improvement of our health and safety performance and the prevention of work-related injuries and illnesses.

2. Scope

This policy applies to all employees, contractors, labour hire workers, visitors, and any other persons engaged in or affected by LSH Group Australia's operations.

3. Responsibilities

Officers (Due Diligence Obligations)

Officers of LSH Group Australia will exercise due diligence to ensure the organisation complies with its WHS obligations, including:

- Keeping up to date with WHS matters
- Understanding operations and associated hazards and risks
- Ensuring appropriate resources and processes are in place
- Verifying that WHS systems are implemented and effective

Management Responsibilities

Managers and supervisors are responsible for:

- Ensuring compliance with WHS legislation and company policies
- Identifying hazards, assessing risks, and implementing control measures using the hierarchy of controls
- Providing and maintaining safe systems of work
- Ensuring workers receive appropriate training, instruction, and supervision
- Consulting with workers on WHS matters
- Monitoring workplace conditions and safety performance
- Ensuring incidents are reported, investigated, and corrective actions implemented

Worker Responsibilities

All workers must:



- Take reasonable care for their own health and safety and that of others
- Follow reasonable instructions, policies, and procedures
- Use equipment and PPE correctly
- Report hazards, incidents, injuries, and near misses promptly
- Participate in training and consultation processes

4. Consultation and Communication

LSH Group Australia is committed to consulting, so far as reasonably practicable, with workers on WHS matters that affect them. This includes:

- Identifying hazards and assessing risks
- Making decisions about ways to eliminate or minimise risks
- Changes that may impact health and safety

Consultation may occur through:

- Health and Safety Representatives (HSCs) and committees
- Team meetings and toolbox talks
- Direct communication with managers and supervisors

5. Risk Management

LSH Group Australia will implement a systematic risk management process to:

- Identify hazards in the workplace
- Assess the likelihood and consequence of risks
- Eliminate risks where reasonably practicable, or minimise them using the hierarchy of controls
- Review control measures regularly and when changes occur

6. Training and Competency

We will ensure that all workers:

- Receive appropriate WHS induction training
- Are competent to perform their tasks safely
- Receive ongoing training where required
- Are supervised according to their level of experience and risk exposure

7. Incident Management

All incidents, injuries, illnesses, hazards, and near misses must be reported immediately.

LSH Group Australia will:

- Record and investigate incidents in a timely manner
- Notify regulators of notifiable incidents in accordance with legislation
- Implement corrective and preventive actions
- Support injured workers through appropriate return-to-work processes

8. Health & Safety Procedures

Key WHS procedures include, but are not limited to:

- Incident and hazard reporting



- Emergency management and evacuation
- First aid and injury management
- Use, maintenance, and provision of personal protective equipment (PPE)
- Safe use of plant and equipment
- Hazardous chemicals handling and storage
- Contractor management

9. Monitoring and Continuous Improvement

We are committed to continuous improvement through:

- Regular workplace inspections and audits
- Review of incident data and trends
- WHS performance reporting
- Periodic review of policies, procedures, and systems

10. Breach of Policy

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment.

11. Policy Status

This Policy does not form part of any employee's contract of employment. It is a lawful and reasonable direction of the Company with which compliance is required. Any statement in this Policy about what the Company will or will not do does not create a legally binding obligation on the Company.

This Policy may be amended from time to time to reflect changes in legislation, regulatory requirements or organisational needs.