

	<b>Policy</b> <b>(S3 – Restricted Information)</b>	<b>MAR</b> <b>2025</b>
	<b>Health and Safety Policy</b> OT-SE-POL-002	

# Health and Safety Policy

**Otraco International's goal is to ensure every employee goes home safely to their families each day, free from harm and we believe that:**

- All injuries are preventable.
- Safety is both an individual and shared responsibility of all employees.
- Anyone can stop an unsafe act.
- The behaviour of our leaders influences safety; and
- We can learn and improve.
- We will care for and protect our people, the business, the communities in which we operate and the environment.

**We are committed to:**

- Cultivating a workplace that prioritises the safety and well-being of every employee.
- Ensuring that every individual can confidently return to their families at the end of each day, knowing they have been safeguarded from harm.
- Striving to create a culture where safety is not just a priority, but a value ingrained in every action we take.
- Providing and maintaining a safe and healthy workplace and providing adequate resources to ensure safety objectives can be achieved.
- Setting measurable objectives and targets and maintain, monitor, and review these to continually improve our Health and Safety performance and provide adequate resources to achieve this.
- Complying with all Work Health and Safety laws, regulations, industry codes of practice, licenses, project requirements and standards.
- Developing and maintaining a positive safety culture by consultation with our employees, contractors, and their representatives, clients, and suppliers as appropriate in the quest for a safer workplace.
- Empowering our employees and contractors to participate in identification, elimination or control of risks and hazards and to seek continuous improvement.
- Encouraging our people to extend their commitment to safety and good health beyond the workplace.
- Consulting with our employees, clients, and suppliers as appropriate in the quest for safer workplaces.
- Ensuring our people are trained and competent; and supporting their development.
- Maintaining our health and safety management system in compliance with ISO 45001:2018 standards;
- Displaying this policy and ensuring it is available to interested parties.

To achieve this, Otraco has established Health and Safety standards for its operations and continues to address risk management, hazard control, training, and employee involvement as a priority.

**Otraco's employees shall share the responsibility and:**

- Present fit for work and work in a safe manner.
- Promptly report incidents, unsafe practices, or conditions; and
- Comply with procedures, training, instruction, Cardinal Rules, and Otraco Golden Rules.

Endorsed by

**David Gunther**

General Manager – Otraco International Pty Ltd