

OH&S Policy

The long-term business success of SWAGES ENGINEERING LTD depends on our ability to protect our staff and all the people that interact with our manufacture and supply of machined components processes and services. Emphasis must be placed on ensuring human health, operational safety, and community goodwill. This commitment is in the best interests of our customers, our employees and contractors, our stockholders, and the communities in which we live and work. Our organisation is also committed to complying with all the applicable legal and other requirements.

This Health and Safety Policy is written to show that the Person Conducting this Business or Undertaking (PCBU) is committed to providing and maintaining a safe and healthy working environment for all its Officers and Workers along with any other persons who may visit this workplace. In fulfilling these aims, the PCBU of this Company will allocate adequate resources to ensure this happens, they are committed to regular consultation and engagement on health and safety matters with all its Officers, Workers, and other persons (Including H&S Officers, H&S Committees, Contractors, Sub-Contractors, Clients, and independent experts etc.).

The PCBU and its Officers will:

- Appoint and train a Health and Safety Officer/Manager to manage and oversee the Occupational Health and Safety Management System.
- Establish measurable health & safety objectives and performance criteria for all Managers/Supervisors and work areas that are periodically reviewed with an aim to eliminate work-related injury and illness along with the elimination of hazards and their associated risks.
- Periodically review the Occupational Health and Safety Management System and its Policies and Procedures (or after a Notifiable Event).
- Encourage accurate and timely reporting of all Incidents and injuries, investigations, and corrective actions.
- Ensure that all hazards and their associated risks in the workplace are identified, reasonably practicable actions are taken to eliminate/engineer or minimise their impacts, and adequate training is given so Workers and other persons can carry out their duties in a safe manner.
- Engage with and enable workers to participate in all matters relating to health and safety, to elect health & safety representatives and form a health & safety Committee. This Committee will also include a representative from the Officers (who will report back to the PCBU with the minutes of every meeting).
- Consider the health and safety issues pertaining to the purchase or design of any new equipment or process that may affect their workers or other persons in the workplace.
- Ensure ALL persons on this site will follow safe work procedures, rules, instructions, wearing of personal protective clothing, reporting of incidents, injuries and or events.

The PCBU, Officers, Workers and other persons using these premises as a place of work or visiting on business are expected to share in the commitment to workplace health and safety.

Date of approval: 03.09.2026

Approved by: Swages MD, Mike Graham

Signature:

