Vertech Group and its business units place paramount importance on safeguarding the physical and psychosocial health, wellbeing and safety of all individuals involved in our operations. Our commitment is to prevent work-related injuries, psychological and physical harm, and illnesses through the continuous improvement in our Health and Safety processes. Vertech Group recognises that people are our most valuable assets.

Vertech Group is committed to continuous improvement in Health and Safety performance, by ensuring that hazards are eliminated, and we are reducing the risks as low as reasonably practicable. We are dedicated to fostering a culture of health and safety consciousness and ensuring that all health and safety considerations are integrated into all of our operations.

We expect that all personnel including subcontractors actively drive the Vertech Group Core Values and CARE philosophy. Personnel can promote our Core Values and CARE Philosophy by following the Vertech Group Procedures, ensuring that they are fulfilling their statutory obligations and most importantly communicating and collaborating on all Health and Safety matters.

To uphold this commitment, Vertech Group will:

- Pursue the goal of zero incidents.
- Operate in a transparent manner, ensuring compliance with or exceeding the requirements of relevant legislation, regulations, codes of practice and standards.
- Engage with all personnel to identify opportunities to improve health and safety performance.
- Manage risks and minimise impacts to health and safety throughout all Vertech Group operations, ensuring we work with our clients to achieve this outcome.
- Ensuring that Health and Safety considerations are integrated into all decision-making processes and operational activities.
- Track, assess, and report health and safety management performance using key indicators, objectives and target to drive continual improvement.
- Ensure that adequate resources and suitable personnel are in place to achieve our Health and Safety objectives.
- Actively promote and support health and safety initiatives.
- Identify, evaluate and effectively manage psychosocial hazards and associated risks.
- Maintain a robust reporting system to document, investigative and address all hazards and incidents promptly.

All Vertech Group personnel including subcontractors are responsible for:

- Ensuring that working safely at all times is part of all normal operations.
- Understanding and accepting their individual and shared responsibilities for Health and Safety.
- Implementing the requirements of the HSEQ Management System relevant to their work.
- Actively participating in risk management processes.
- Reporting any incidents including near misses, and generally communicating and collaborating about Health and Safety matters in an open and respectful manner.
- To clearly communicate any safety improvements.
- Actively promote and participate in Vertech Group Health and Safety Initiatives.

Cameron Waters – *Managing Director*

Vertech Group Pty Ltd