

OCCUPATIONAL HEALTH AND SAFETY POLICY

WML Consultants is committed to establishing and maintaining a high standard of Occupational Health and Safety complying with health and safety laws for our employees and for all business we undertake.

This will be achieved by:

- Providing a third party certified OHS Management System to ISO 45001 that meets legal requirements, applicable standards, and codes of practice.
- Providing the resources necessary to provide a safe working environment, maintain this third-party certification and ensure OHS awareness, training, and competency standards for everyone.
- Providing a workplace where the culture of safety and seeking continuous improvement opportunities is considered part of the normal work environment.
- Continually reviewing our work practices using risk-based processes to reduce or eliminate hazards within the workplace and to ensure the OH&S system remains effective and continuous improvement is achieved.
- Encouraging consultation and participation with employees to provide a safe working culture where anybody that feels unsafe or unsure is to stop or delay work and reassess the risk.
- Controlling, documenting, and maintaining site health and safety management at WML-controlled construction sites as required by a WML site-specific OH&S Management Manual.
- Ensuring that WML designs minimise, as far as practical, risks to safety and health during construction and subsequent use. Where WML design is innovative and not industry standard, this must be accepted and agreed by the client and a safety in design report completed.
- Maintaining up-to-date knowledge of OH&S issues using Worksafe's email service.
- Measure our progress to maintaining a system that complies to ISO 45001 through setting objectives, documenting plans and reviewing performance.

All staff are required to address workplace health and safety as a priority. The Group Managers are responsible for ensuring that employees receive instruction and training on safe techniques and practices. The Group Managers, in association with the IMS Manager, are responsible for carrying out periodic reviews, obtaining staff feedback, and fostering continued awareness of OH&S issues affecting the workplace.

Every employee has an important and responsible role to play in maintaining safety in the workplace and in identifying measures that will prevent accident or injury. Every employee is expected to participate in addressing and improving occupational health and safety procedures and practices.

Each employee is expected to help maintain a safe and healthy workplace through:

- Share in the commitment to health and safety.
- Following all safe work procedures, rules, and instructions.
- Properly using all safety equipment and clothing provided.
- Reporting incidents, accidents, injuries, hazards to the appropriate person.



Simon Maris, CEO

14 July 2025