

## Health and Safety Policy

MMH Engineering is committed to the health and safety of our employees, everyone who visits our offices, and is affected by our business. MMH Engineering and its staff makes a commitment to satisfy legislative requirements and to achieve our vision of a safe and healthy workplace with *no harm* to personnel, the public, or equipment.

### We are achieving this by:

- Complying with all applicable laws, regulations and statutory obligations
- Complying with all applicable Codes of Practice, Compliance Codes, and Australian Standards
- Setting health and safety objectives
- Monitoring our performance using audited KPIs
- Taking rectification actions as appropriate to improve safety performance
- Ensuring all employees and subcontractors endorse our no harm vision
- Provide education and training to our employees for health and safety topics including applicable laws, regulations, codes, and standards.
- Taking steps to ensure the health and safety management system is continually improved
- Ensuring the health and safety managements system, our objectives, and our performance, is clearly communicated to the staff, subcontractors, and clients
- Mitigate our health and safety risk by identifying, eliminating and controlling hazards
- Taking disciplinary action when people disregard health and safety procedures and practices
- Ensuring all incidents and near misses are fully investigated and action taken to prevent recurrence
- Ensuring the best practical levels of physical and psychological recovery for our employees by providing appropriate rehabilitation and return to work processes for any employee who incurs a work-related injury or illness to enable them to return to work as soon as possible

### All employees are required to:

- Adhere to the Company's safe work practices, objectives and instructions
- Understand their obligations under the relevant laws, regulations, codes and standards
- Immediately report any unsafe work practices/equipment/conditions to their supervisor
- Not put themselves in the line of fire
- Speak up when they see someone else performing an unsafe act
- Not misuse, damage, refuse to use, or interfere with anything provided for the purposes of occupational health and safety
- Perform all work duties in a manner that promotes health and safety for everyone
- Adhere to the Company's rehabilitation practices, objectives and instructions

A handwritten signature in black ink, appearing to read 'Damien Temple', written in a cursive style.

Damien Temple  
Managing Director  
MMH Engineering  
4/12/2019