

## WHS POLICY

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Constant Security Services Pty Ltd provide the security services to protect customers' assets, reduce risk exposure and optimise safety.

At Constant our Work Health and Safety Policy is based on a belief that the well-being of people employed at work, or people affected by our work, is a major priority and must be considered during all work performed on our behalf.

People are our most important asset and their health and safety is our greatest responsibility. We have a strong commitment to send our workforce home safely every day.

The objectives of our WHS Policy are:

- ✓ To achieve an accident free workplace.
- ✓ To make health and safety an integral part of every managerial and supervisory position.
- ✓ To ensure health and safety is considered in all planning and work activities
- ✓ To ensure that open and honest communication exists between management and all employees
- ✓ To involve our employees in decision making through regular communication, consultation and training.
- ✓ To provide a continuous program of education and learning
- ✓ To ensure that our employees work in the safest possible manner
- ✓ To identify and control all potential hazards in the workplace
- ✓ To ensure all potential accident/incidents are controlled and prevented
- ✓ To provide effective injury management and rehabilitation for all employees

The success of our health and safety management is dependent on pro-active planning of all work activities with due consideration given to implementing work health and safety (WHS) controls that are suitable to each given situation. Employees also having a duty to take care of their own health and safety and of others affected by their actions at work; and to comply with safety procedures and directions.

In order to attain the highest level of safety in our operations, Constant has developed and implemented a WHS Management System that complies with the Safety Management Standard ISO 45001 and with legal requirements. The WHS Management System is defined in documented management procedures, which provide clear standards and guidelines in all the appropriate areas of the company's activities.

All Constant personnel are required to work towards the fulfilment of the WHS Management System, and management will regularly review this policy, and the other elements of the system, in order to maintain its suitability and effectiveness.



Mathew Borg, CEO