

WORKPLACE HEALTH AND SAFETY POLICY

Obligations and Commitment

We are committed to the improvement of Workplace Health and Safety performance and provision of a safe work environment for employees, contractors, customers and visitors. These commitments extend to ensuring that the organisation's operations do not place the general public at risk of injury or illness.

Objectives

We will strive to eliminate workplace injuries and illnesses by:

- Providing safe items of plant and systems of work;
- Complying with relevant legislation and with other requirements placed upon the organisation or to which the organisation subscribes;
- Striving to eliminate hazards and reduce Workplace Health and Safety risk by identifying, and assessing hazards, and implementing effective controls;
- Providing accessible audio-visual and written resources for procedures, instructions, and training and ensuring effective supervision to employees and contractors to ensure that work tasks are performed in a safe manner;
- Building a culture of psychological safety where team members feel comfortable to speak up and are motivated to improve Workplace Health and Safety, for their team and company.
- Providing sufficient resources to meet the organisation's health and safety obligations;
- Striving to continuously improve Workplace Health and Safety management by developing and communicating the Midway Workplace Health and Safety Strategy, objectives, plans and performance measures; and
- Regularly reviewing performance against the targets set.

Responsibilities

Each manager is responsible for:

- Implementing this policy in their area of control;
- Ensuring the provision and maintenance of safe work practices under their control;

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- Ensuring that workplace monitoring is conducted in accordance with internal and external requirements;
- Ensuring that employees and contractors are appropriately trained and competent to perform assigned tasks; and
- Ensuring that health and safety issues are addressed in a timely manner.

All employees and contractors are to:

- Take reasonable care of their own health and safety and the health and safety of others who may be affected by their actions;
- Follow all company health and safety policies and work procedures;
- Report all known or observed hazards, near-misses and incidents to their immediate supervisor or manager; and
- Actively participate in the resolution of health and safety issues.

Consultation

The organisation is committed to consultation between management and employees/contractors. The organisation will consult with the elected employee health and safety representatives and those employees/contractors who are affected by any workplace change with health and safety implications.

Application of the Policy

This policy is applicable to all Midway Limited operations and functions including those situations where employees are required to work off site.

Policy Authorised by:

Signature:



Signed By: Tony McKenna

Position Title: Chief Executive Officer

Date: 15 February 2022